

## Community Benefits Advisory Group

Meeting Minutes - June 16, 2021

1:00- 3:00pm

Virtual Meeting, Held on WebEx

### Attendees

<b>City of Toronto</b>	<b>Name</b>
CreateTO	Salima Rawji
Economic Development & Culture (EDC)	Dan Rosen (Policy)
Economic Development & Culture (EDC)	Larissa Deneau (Policy)
Engineering and Construction Services (ECC)	Pritish Roy
Engineering and Construction Services (ECC)	Simon Hopton
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)	Anthony Morgan (Confronting Anti-Black Racism)
Social Development, Finance and Administration (SDFA)	April Lim (CBF)
Social Development, Finance and Administration (SDFA)	Biljana Zuvela (Social Policy)
Social Development, Finance and Administration (SDFA)	Chris Phibbs (Chair)
Social Development, Finance and Administration (SDFA)	Clara Ganemtoire (CBF)
Social Development, Finance and Administration (SDFA)	Freida Cordoba (Social Policy)
Social Development, Finance and Administration (SDFA)	Hanifa Kassam (AnchorTO)
Social Development, Finance and Administration (SDFA)	Sarah Blackstock (Social Policy)
Toronto Community Housing	William Mendes
Toronto Employment & Social Services (TESS)	Christine Carrasco
Toronto Employment & Social Services (TESS)	Colleen Dignam
<b>Strategic Partner</b>	<b>Name</b>
Afro Canadian Contractors Association	Stephen Callender
Building Up (Social Enterprise)	Marc Soberano
Carpenters District Council of Ontario and Co-Chair TCBN	Chris Campbell
General Contractors Section	Jim Vlahos
Hammer Heads (Central Ontario Building Trades)	Quoc Truong
Heat and Frost Insulators Local 95	Adam Melnick
Humber College	Geraldine Babcock
International Union Of Painters & Allied Trades DC46	Ivan Dawns
Ironworkers Council of Ontario	Marc Arsenault
Jane Finch Family Resource Centre	Clara Stewart Robertson
Labour Education Centre	Steve Shallhorn
LIUNA Local 183	Jason Ottey
LIUNA Local 506 Training Centre	Merissa Preston
Mount Dennis Community Association	Mike Mattos
Ontario Construction Secretariat	Katherine Jacobs
Ontario Sewer and Watermain Contractors Association	Patrick McManus
Out of the Box Social Enterprise	Ameen Binwalee
Parkdale Community Economic Development	Ana Teresa Portillo
TDSB, STEP to Construction Program	Ian Da Silva
Toronto Community Benefits Network	Rosemarie Powell

<b>City of Toronto</b>	<b>Name</b>
United Way Greater Toronto	Anne Jamieson
United Way Greater Toronto	Fabio Crespin

## Regrets

<b>City of Toronto</b>	<b>Name</b>
Economic Development & Culture (EDC)	Rebecca Condon (IMIT)
Economic Development & Culture (EDC)	Marilyn Nickel
Housing Secretariat	Erik Hunter
Indigenous Affairs Office (IAO)	Selina Young
Social Development, Finance and Administration (SDFA)	Wayne Chu (Poverty Reduction)
Toronto Community Housing	Sundus Balata (Don Summerville)
Toronto Employment & Social Services (TESS)	Anna Cain
<b>Strategic Partner</b>	<b>Name</b>
AECON	TBD
Black Business Professionals Association	Nadine Spencer
Carpenters Union Local 27	Mike Yorke
Centre for Connected Communities	Anne Gloger
Dream Maker Legacy Foundation	Isaac Olowolafe
Gillian Mason Consultancy	Gillian Mason
Indigenous Affairs Office (IAO)	Jeff D'Hondt
Metrolinx	Judy Brooks
Miziwe Biik	Nancy Martin
Toronto and York Region Labour Council	John Cartwright

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Item	Discussion/ Comments / Actions
Welcome and Land Acknowledgment Chris Phibbs (Chair)	<ul style="list-style-type: none"> <li>• Welcome and Land Acknowledgement was delivered.</li> </ul>
Advisory Group Introductions	<ul style="list-style-type: none"> <li>• New members to the group were introduced: Biljana Zuvela, Kiruba Sankar, Pritish Roy</li> </ul>
Group Discussion about Ad Hoc Working Groups	<ul style="list-style-type: none"> <li>• Presentation by April Lim, City of Toronto</li> <li>• Reviewed the Community Benefits Advisory Group Ad Hoc Working Groups Themes.               <ul style="list-style-type: none"> <li>○ Working Group 1 – Community Benefits Hiring, Recruitment and Retention</li> <li>○ Working Group 2 – Community Benefits Hiring with Skilled Trades Unions</li> <li>○ Working Group 3 – Community Benefits Monitoring and Evaluation Framework</li> <li>○ Working Group 4 – Community Benefits Project Assessments, Terms and Definitions, and Setting Hard Targets</li> </ul> </li> <li>• Deadline to sign up for the Ad Hoc working groups is June 25<sup>th</sup>.</li> <li>• Reviewed the next steps during the summer. There will be strategic planning and will finalize the working group schedule. Question from Fabio, United Way asked do see value of having working groups exclusively of employers?</li> <li>• April answered at this time we are going to keep the working groups as they are but that is something important to consider.</li> <li>• Question from Rosemarie, TCBN who will be the groups reporting to? April answered that the group will be reporting directly back to the larger Advisory Group table, which meet quarterly.</li> </ul> <p>Discussion questions:</p> <p>(1) What challenges related to community benefits work most impact your organization? What challenges are you looking forward to addressing through the working group?</p> <ul style="list-style-type: none"> <li>•</li> </ul>

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	<ul style="list-style-type: none"> <li>• Rosemarie Powell made a comment regarding the challenges that most impact TCBN, is the sub-contracting status and the complex system that the construction industry uses to fulfil their hiring needs. For the Eglinton Crosstown project, 20% of direct hire comes from contractors. The 80% are the layers of the sub-contractors. It becomes really challenging on how to drill down the community benefits. There needs to be a language and collective agreements of the unions especially the apprenticeships streams. How do you ensure the community benefits with the collective agreements and the supply chain?</li> <li>• Patrick McManus made a comment that the collective agreement is from contractor to union not union to city. How do these things get practically applied to the contracts and need to get more specifics in the bargaining table.</li> <li>• Mike Mattos made a comment, the challenges we saw in the Eglinton Crosstown was that the CB had local components to it and not talking about it in the working groups, not talking about hiring conflict resolutions. This was our gateway and not talking about how the local community is not engaged to the general contractor. We need community support as the local people get annoyed with not being communicated. For instance no communication to the local residents on where the local bus stop has been relocated when there is construction.</li> <li>• Ameen Binwalee made a comment, one of the challenges is there needs to be more clarity in the hiring through the unions. Receiving different messaging from clients and unions.</li> <li>• Katherine Jacobs clarified that the dispatch is not part of the bargaining its part of the union charters. Dispatch is a different entity.</li> <li>• Chris Campbell made a comment that we need to find a way for the table that when we are negotiating CB there should be strong wording with building trades in collective agreements. The City of Toronto should have clear written statement in their procurement in their contractor documents. Need to see this and lead by example. We should have strong wording in our documents that clearly states this is what we are supporting and to achieve 10% equity deserving groups. <ul style="list-style-type: none"> <li>○ Note: <a href="#">See City of Toronto Social Procurement Policy and Program</a></li> </ul> </li> <li>• Mike Pacholok stated we have the social procurement policy for 5 years. We have been identifying procurement projects where we have embedded the workforce development hiring requirements and one of the reasons why we are in this group is that we do need to improve the processes and procedures and that includes identifying hard, measureable targets that align with project scope of work. In the process we will take back key issues and to fix and change the policy. Ensuring we are putting something that works and it is in line with the declaration on human rights.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Salima Rawji made a comment, to make sure these commitments are showing up in the right place for each individual process. It is understanding what that actual value chain is and who holds accountability and who holds that lever to effect change.</li> <li>• Rosemarie Powell made a comment that procurement should be part of one of the working groups see the documents ourselves so we can make the recommendations. Would like to reassert Mike Mattos's comment on the community engagement. Since it is a key component can it be part of the Ad Hoc working group 4 and add it to the title. <ul style="list-style-type: none"> <li>○ [Note: The need to assess projects carefully and use that information to set measureable hard targets was a key challenge identified in the "Advancing the Community Benefits Framework" staff report and will be a priority issue related to Working Group 4 Community Benefits Project Assessments, Terms and Definitions, and Setting Hard Targets]</li> </ul> </li> <li>• Geraldine Babcock made a comment, the 10% is great but we need more information, what are the details, the jobs, the trades and the training. We need the list of jobs and the list of what are the trades and how many people are they hiring. What is the pathway? All of those questions are up in the air. If we know what the trades are, we can put it in our proposal. We need to get the right information. <ul style="list-style-type: none"> <li>○ [Note: The need to develop coordinated systems approaches to local and social hiring was a key challenge identified in the "Advancing the Community Benefits Framework" staff report and will be a priority issue related to all Ad Hoc Working Groups]</li> </ul> </li> </ul> <p>(2) In the working group, how can you help solve those challenges? What other players are most important to solving them?</p> <ul style="list-style-type: none"> <li>• Patrick McManus made a comment, what is really important is step one is the contract language for the training and hiring. The City to identify what projects in months in advance, what sectors, and what training is required. Less about the process of hiring but more the specific way of the City is implementing on "you must do this" on that model. For example the contract states "you must hire new employees" however it takes time to hire and train new employees and the contract deadline is overdue. <ul style="list-style-type: none"> <li>○ [Note: Discussion on "labour forecasting" is a key component of developing coordinated systems approaches to local and social hiring and will be a key issue for Working Group 1 Community Benefits Hiring, Recruitment and Retention, as well as Working Group 2 Community Benefits Hiring with Skilled Trades Unions]</li> </ul> </li> <li>• Kiruba Sankar made a comment from internal client side we are conducting sourcing cost when we are going out to recruit based on the sourcing. Difficult to see who is going to be recruited. If the company is looking at that forecast on what the jobs coming up and scale up see how they can keep the resource ready.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Rosemarie Powell: We pushed to make sure that there are requirements embedded in this contractors and looking at it as a diverse workforce. Putting in the resources and developing a continuous improvement process.</li> <li>• Alexandra Mutinelli-Djukic made a comment that we have data that we can compartmentalize the procurements of the type of contractors based on duration, the type of construction, the type of professional services etc. that were awarded the contracts. In terms of understanding what we did in the past would have a clear understanding on the future projects. PMMD could possibly bring forecasting.</li> <li>• Mike Mattos made a comment on the "mobile workforce." Unsure how much Statistics Canada has on how connected the City of Toronto is and whether they can use the Federal Statistics to understand extend of "mobile workforce." People had moved from Alberta to Ontario when the Pipeline was shutdown. We need to look larger than the City of Toronto. Do we have race-based statistics by employers, by unions and by trade? We may be pushing too hard in the direction we don't need to push and not hard enough in the direction we do need to push so the question is who keeps those statistics. I wondered why new hire would be relevant if a person just completed apprenticeship training and looking for training and they happened to be working for a month why would they be blocked from working on a Toronto project. This came up on the Woodbine project and on the issue of what is a local job and who is considered a new hire? There needs to be clarification on "new hire."</li> <li>• Marc Arsenault made a comment on recognizing certain sectors will respond on what positive outcomes will look like. We do have examples of overcoming challenges with Industry best practices. We are here to be problem solvers and very excited on the working groups and the small conversations the table is discussing about.</li> </ul> <p>(3) Tell us about a time when you had an excellent working group experience. What was it that made the working group successful?</p> <ul style="list-style-type: none"> <li>• Geraldine Babcock said that it is really important that everyone has clear goals and consensus on these solutions. Really learn and hear people out. To find that middle ground that works for everybody. Positive working group experience involved clear goals and it just takes time. Identify the challenges and have consensus and contribute from different organizations.</li> </ul>
Next Meeting	Next meeting Wednesday, September 29, 2021 at 1:00PM
Adjournment	Meeting Adjourned at 3:00 p.m.