

Community Benefits Advisory Group

Ad Hoc Working Groups Kick-off

October 2021

Agenda

Item	Lead	Time
Welcome & land acknowledgement	Working group chair	5 mins
Introductions	All (breakout session)	25 mins
Overview of structure and expectations + objectives and roles	All (group discussion)	40 mins
Building a shared understanding of challenges and opportunities	All (breakout session, followed by group discussion)	30 mins
Next steps	Working group chair	10 mins

Working group 3 – Community benefits monitoring and evaluation framework

Name	Type (City partner or external partner)
Humber College	Anchor institution (college)
Engineering and Construction Services (ECS)	City division or agency
Economic Development & Culture (EDC) – IMIT Program	City division or agency
Social Development, Finance and Administration (SDFA) – Rexdale CBA	City division or agency
Toronto Employment and Social Services (TESS)	City division or agency
Toronto Community Housing Corporation (TCHC)	City division or agency
Toronto Community Benefits Network (TCBN)	Community partner
ACCES Employment	Community partner
Jay Dee Canada, ULC	Developer
International Union Of Painters & Allied Trades DC46	Union
Hammer Heads (Central Ontario Building Trades)	Union
LIUNA Local 183	Union
Carpenters Union	Union

Smaller group introductions

- We are going to break out into groups of 4 – 5
- Introduce yourselves in each of your groups
- Identify 3 common characteristics (personal or work related)
- Designate one person to introduce your group and share back

Community Benefits Advisory Group

Ad Hoc Working Groups

PURPOSE To dive into problem solving and developing solutions that address a range of key challenges related to community benefits implementation in City of Toronto community benefits initiatives.

Ad hoc working groups will report back to Community Benefits Advisory Group quarterly meetings



Structure & expectations

Structure:

- Each working group is chaired and facilitated by a City of Toronto staff, with additional facilitators or presenters from the membership and external stakeholders as needed
 - Note taking will be provided by a City of Toronto staff, with minutes shared with the working group
 - Working group members to participate to shape agenda, engage in discussion and follow-up on various actions and tasks that arise from meetings
- Setting expectations: what are you hoping to bring to the table and gain from the group?

Objectives & roles – working group 3

Themes	Description of Key Challenges with Community Benefits Implementation	Opportunities to Problem Solve through Working Group
<p>Tracking and Monitoring Compliance</p>	<ul style="list-style-type: none"> • Fragmented and uncoordinated tracking and monitoring approach for documenting, validating and reporting on community benefits workforce development efforts and intended social and economic outcomes. • Limited disaggregated data on local or social hires, to understand the achievement of workforce development targets and the socio-demographic profile of the program participants. • Inadequate capacity to develop necessary tools and provide continuous implementation support (e.g. guidelines, socio-demographic indicators, integrated data collection and reporting system). 	<ul style="list-style-type: none"> ○ Coordinated and consistent approach to data collection, analysis and reporting across the City CB WFD initiatives. ○ An actionable monitoring and evaluation framework to systematically capture the progress, outcomes, impacts and learnings to support continuous improvement, program accountability and evidence-informed decision-making.

"Monitoring and evaluation should help us measure if we are moving closer to our goals or if something goes astray; it is a pulse check on our efforts, either good or bad. It is not to say that it only works when you have good outcomes. It is to reflect on where you are going and what else you need to do and modify – it is your compass in some ways to know how your strategies are working."

Objectives & roles – Working Group 3 con't

In Scope

- Address City community benefits implementation challenges focused on M&E of the workforce development component
- Inform the development of the CB's workforce development theory of change which includes identification of the key beneficiaries and key outcomes
- Inform the development of the CB's workforce development M&E framework, including key outcome and output indicators, data collection and reporting tools
- Inform "how to" CB's workforce development M&E protocols and processes, including options for an online and centralized data integration system

Out of Scope

- Monitoring and evaluation framework for the supply chain diversity component of the City's CBs
- Target setting and project selection for community benefits initiatives
- Community benefits initiatives outside the City of Toronto (e.g. Metrolinx projects)
- Design of monitoring and evaluation frameworks for employment and training programs and services in Toronto
- Changes to contractual language for existing agreements with community benefits clauses at the City of Toronto

Building a shared understanding of challenges and opportunities

Reflecting on the overview on objectives and roles and the feedback from past meetings from the broader Community Benefits Advisory Group...

- Do the themes, key challenges and opportunities resonate with you?
- Are there any surprises? Anything that does not belong? Anything missing?
- Resources and perspectives around the table that will help address the challenges identified?
- How would your organization define success in addressing these challenges?

Next steps

❖ What to expect at the next meeting:

- Clarification on questions / issues raised that require follow-up
- High-level roadmap of working group activities
- Pulse check on membership.

❖ What to prepare ahead of the next meeting

- Review the Advancing the Community Benefits Framework staff report, adopted by City Council in February 2021 with further direction from City Council to strengthen the Framework
- Presentations and meetings minutes for meetings 1 – 4 of the Community Benefits Advisory Group
- Specific action items arising from kick-off meeting.

Thank you!