

Community Benefits Advisory Group

AD HOC WORKING GROUP- KICK OFF MEETING- 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 2 – Community Benefits Hiring With Skilled Trade Unions (Lead: Colleen Dignam)

Name	Type (City partner or external partner)
Humber College	Anchor institution (college)
Toronto Community Housing Corporation (TCHC)	City division or agency
Purchasing Materials and Management Division (PMMD)	City division or agency
Toronto Employment and Social Services (TESS)	City division or agency
Building Up	Community partner
Hammer Heads	Community partner
Out of the Box Social Enterprise	Community partner
Toronto Community Benefits Network	Community partner
Ontario Sewer Water Main Contractors Association	Contractor association
The General Contractors' Association of Toronto	Contractor association
Afro Canadian Contractors Association	Contractor association
Ontario Construction Secretariat	Contractor association
Heat and Frost Insulators	Union
Ontario Ironworkers District Council	Union
Carpenters' Union	Union
LiUNA Local 506 Training Centre	Union
LiUNA Local 183	Union
IUPAT DC 46 (Painters, Drywall)	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.

May/ June- Working group sign up via online survey.

July/ August- Planning, scoping, preparing for working groups.

Fall 2021 Launch Working Groups

October- Purpose, introductions, roles, expectations, key issues and opportunities.

November- Key issues, deliverables, timelines, expectations, road map ahead



Structure and 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 2

Themes	Description of Key Challenges with Community Benefits Implementation	Opportunities to Problem Solve through Working Group
Skilled Trades Union Dispatch Process	<ul style="list-style-type: none"> Construction unions mostly dispatch members by skill sets and seniority. Community benefits initiatives require community to be dispatched by equity status and/or geographic region. 	<ul style="list-style-type: none"> Explore processes to enable Indigenous, Black and equity-deserving community to be dispatched to projects that have community benefit requirements.
Collecting and Tracking Data on Equity Indicators	<ul style="list-style-type: none"> The construction sector, both employers and unions do not routinely collect or track data on equity indicators that could be used in the context of community benefits hiring. 	<ul style="list-style-type: none"> Coordinated systems approaches to collecting and tracking data on equity indicators for construction related employment for Indigenous, Black and equity-deserving community.
Recruitment of Indigenous, Black and equity-deserving community to gain access to be considered for construction union membership and/or training	<ul style="list-style-type: none"> The pathways for Indigenous, Black and equity-deserving community into construction unions for membership and/or training varies by union and by trade. The various pathways into union membership and training can often be complex and challenging for individuals who are new to construction. 	<ul style="list-style-type: none"> Coordinated pathway(s) and recruitment strategies to target and reach Indigenous, Black and equity-deserving community for union membership and/or union training programs.

Objectives & Roles – Working Group 2

In Scope

- Address City community benefits implementation challenges focused on recruitment and access for Indigenous, Black and equity-deserving communities into construction unions performing work on City projects that have community benefit construction requirements
- Inform the development of pathways and "how to" protocols and processes for Indigenous, Black and equity-deserving communities to be connected to construction unions including membership and/or union training
- Inform approaches to forecast the hiring needs for the City's community benefits initiatives related to new member recruitment for union membership and access to union training programs based on labour needs identified through forecasting on projects with community benefit requirements

Out of Scope

- Community benefits initiatives outside the City of Toronto (e.g. Metrolinx projects, TCHC)
- Re-design of construction focused employment and training programs and services in Toronto
- Process for target setting and project selection for community benefits initiatives specific to construction
- Changes to contractual language for existing agreements with community benefits clauses specific to construction at the City of Toronto
- Revisions and/or changes to existing Collective Agreements that are in place between the City of Toronto and signatory construction unions

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:

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

Next Steps

1. 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.

2. 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