

Community Benefits Advisory Group

Meeting Minutes- April 21, 2022

1:00 - 3:00pm

Virtual Meeting, Held on WebEx

Attendees	
City of Toronto	Name
CreateTO	Salima Rawji
Engineering and Construction Services (ECC)	Pritish Roy
Engineering and Construction Services (ECC)	Simon Hopton
Purchasing and Materials Management Division (PMMD)	Hillary Keirstead
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)	Biljana Zuvela (CBF)
Social Development, Finance and Administration (SDFA)	Clara Ganemtoire (CBF)
Social Development, Finance and Administration (SDFA)	Courtney Ayukawa (CBF)
Social Development, Finance and Administration (SDFA)	Freida Cordoba (Social Policy)
Social Development, Finance and Administration (SDFA)	Matteo Colangelo (CBF)
Social Development, Finance and Administration (SDFA)	Reinaldo James (CBF)
Social Development, Finance and Administration (SDFA)	Sarah Blackstock (Social Policy)
Social Development, Finance and Administration (SDFA)	Tendai Mhute (CBF)
Social Development, Finance and Administration (SDFA)	Wayne Chu (Poverty Reduction)
Toronto Employment & Social Services (TESS)	Colleen Dignam
Toronto Employment & Social Services (TESS)	Mecada Mitchell-Djabatey
Corporate Real Estate Management division	Lisa Barroso
Strategic Partner	Name
Diversity Institute	Alison Campbell
Out of the Box Social Enterprise	Ameen Binwalee
Parkdale Community Economic Development	Ana Teresa Portillo
Toronto District School Board	Elvy Moro
United Way Greater Toronto	Fabio Crespin
Humber College	Geraldine Babcock
Gillian Mason Consultancy	Gillian Mason
TDSB, STEP to Construction Program	Ian Da Silva
Ontario Construction Secretariat	Katherine Jacobs
Context Development	Kemet Baker
TCBN	Kumsa Baker
ACCES Employment	Manjeet Dhiman
LiUNA Local 506 Training Centre	Merissa Preston
Miziwe Biik Aboriginal Employment and Training	Mike Buckland
Mount Dennis Community Association	Mike Mattos
BOLT Foundation	Raly Chakarova
Toronto and York Region Labour Council	Susan McMurray

Regrets	
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City of Toronto	Name
Economic Development & Culture (EDC)	Dan Rosen (Policy)
Economic Development & Culture (EDC)	Larissa Deneau (Policy)
Economic Development & Culture (EDC)	Marilyn Nickel
Economic Development & Culture (EDC)	Rebecca Condon (IMIT)
Housing Secretariat	Erik Hunter
Indigenous Affairs Office (IAO)	Selina Young
Purchasing and Materials Management Division (PMMD)	Kiruba Sankar
Social Development, Finance and Administration (SDFA)	Anthony Morgan (Confronting Anti-Black Racism)
Social Development, Finance and Administration (SDFA)	Melana Roberts (CABR)
Social Development, Finance and Administration (SDFA)	Sean McIntyre (Poverty Reduction Strategy)
Toronto Employment & Social Services (TESS)	Anna Cain
Engineering and Construction Services division	Judy Tse
Strategic Partner	Name
Heat and Frost Insulators Local 95	Adam Melnick
Parkdale Community Economic Development	Ana Teresa Portillo
Toronto Community Housing	William Mendes
Centre for Connected Communities	Anne Gloger
Carpenters District Council of Ontario	Chris Campbell
Jane Finch Family Resource Centre	Clara Stewart Robertson
International Union Of Painters & Allied Trades DC46	Ivan Dawns
LIUNA Local 183	Jason Ottey
Indigenous Affairs Office (IAO)	Jeff D'Hondt
General Contractors Section	Jim Vlahos
Metrolinx	Judy Brooks
Ironworkers Council of Ontario	Marc Arseneault
Building Up (Social Enterprise)	Marc Soberano
Waterfront Toronto	Michael Wolfe
Carpenters Union Local 27	Mike Yorke
Black Business Professionals Association	Nadine Spencer
Ontario Sewer and Watermain Contractors Association	Patrick McManus
Toronto Community Benefits Network	Rosemarie Powell
Afro Canadian Contractors Association	Stephen Callender
Labour Education Centre	Steve Shallhorn

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Item	Discussion/ Comments / Actions
Land Acknowledgment (Chair)	<ul style="list-style-type: none">• Welcome and Land Acknowledgement was delivered.
Year at a Glance Overview	<ul style="list-style-type: none">• See PowerPoint presentation• Reviewed year at a glance
Collaboration Survey	<ul style="list-style-type: none">• The CB team put together a brief survey that focuses on the success of collaborative projects. We are asking the group to respond. The survey findings will be used to learn more about how well the CB team is doing and identify any gaps in collaborative efforts.• Collaboration Survey - Answers will help the Community Benefits team to improve. 5-minute survey. Confidential responses https://s.cotsurvey.chkmt.com/?e=269532&d=e&h=FDD822176E7ACCF&l=en Deadline May 6.
Advisory Group Member Updates	<ul style="list-style-type: none">• In the last 6 months, the Ad Hoc Working Groups convened 10 times from September 2021 to April 2022.• This would be a good time to review the Terms of Reference for this group, which is available on the Community Benefits Framework Website.• For the meeting calendar, the CB team will schedule the Ad Hoc Groups approximately 11 times by the end of the 2022 year. We will expect more time between meetings for reviewing documents, checking drafts, and providing feedback. For this reason, the CB Advisory Group will only meet two times this year. The group will be kept up to date on current items from the Ad Hoc Groups.• Kumsa Baker asked a question in the chat on whether the CB team can share more about the next report back. There was supposed to be a report back for Q2 2022 to council.• The CB team confirmed the report back to City Council has been deferred to 2023. This is due to a large volume of high priority Committee and Council items that must be reserved for the final meetings of this term of Council. The last Council meeting is in July 2022 before a break for the election period. The CBF has already received direction on current work.• Sarah Blackstock also made a comment that if there was to be a report, it would only reiterate that the hard targets are not being met. The reality is that without the implementation and infrastructure, hard targets won't be met.

	<ul style="list-style-type: none"> Wayne Chu reminded the group that it is election year and City Council will do a final close out this term. Once they are back in the new term, Council will pass the budget. It's been a busy year from a council agenda standpoint, so this should be kept in mind.
<p>Update from City of Toronto, Community Benefits Unit</p>	<ul style="list-style-type: none"> Discussed current state of the CB initiatives at the City of Toronto. All initiatives have hard measurable targets through clauses that are embedded into city agreements. These clauses and targets speak to construction, hiring PAT jobs (Professional, Administrative, Technical), customized recruitment, Social Procurement, local community priorities, community oversight, and monitoring. The reality is that we are not meeting these hard targets in our current projects until we build implementation guidelines. Right now, we are at a critical turning point. As we build these new models and begin pilot testing, we will learn, refine, and achieve the goal in developing the implementation infrastructure for CB. Gillian Mason asked a question about senior leadership and the degree to which the heads of departments or the City Manager and politicians are tracking this. How much progress is staff making with CB? April Lim answered that the culture is shifting at the City's CB. The value and impact are definitely a top priority and is spreading. More and more divisions, agencies, corporations, and senior executive management are becoming part of the conversation. Sarah Blackstock commented that high expectations regarding this is important and there is a lot of enthusiasm and support. As April indicated, we have not yet delivered on the targets. When we are successful, we will be able to build on the momentum and increase engagement. We have political support. The problem is the pressure to hold off on some of the political demands so that we can focus on developing the implementation and infrastructure.
<p>Ad Hoc Working Groups</p>	<p>Working Group 1:</p> <ul style="list-style-type: none"> New member to the group is Daniel's Corporation and Tridel. Recapped on Working Group 1 meetings and objectives. The group confirmed its objectives to focus on effective community benefits coordination, engagement, and understanding of job seekers and residents as well as community and employee needs. Another objective is to create pathways for Black, Indigenous, and equity deserving communities to access employment opportunities generated by the City of Toronto's CB initiatives. To clarify, the CB team is not responsible for improving coordination across the entire employment services system in Toronto Discussed roadmap for Working Group 1 and what has been discussed in the last 6 months and the 3 deliverables. Ready to present the work on Deliverable 1: Hiring Pathways, starting with the journey for construction and customized improvement.

- In the last meeting, the focus was on identifying and consolidating the main points and challenges. In the next meeting, our learnings will be consolidated into the current state. The focus will be on the desired future state of the job seeker's journey and how we can work together to make it a reality.
- Raly Chakarova made a comment about not seeing the scope on the job seeker's profile. Is that something that can also be developed? The technical part is the easy part. What is more important among all employers is that we talk about the foundational skills: positive attitude, punctuality, and willingness to learn. What we are finding are the stereotypes of people interested in going into construction and the assumption that there are no skills required.
- Gillian Mason made a comment echoing Raly's points: a critical set of skills of the Nine Employability Skills. This is a set of skills taught by organizations such as PTP. PTP is the non-profit Pathways to Possibilities for Adult Learning and Employment Programs. They offer both essential skills and employability upskilling programs, both adapted to the individual and the actual jobs the job seeker is preparing for. Over the years I was president of a national adult literacy organization, I found them one of the most effective at adult upskilling. They also have a great deal of experience in preparing folks for the construction trades and have worked with Indigenous folks across Canada.

1. Motivation
2. Attitude
3. Accountability
4. Time management
5. Stress management
6. Presentation
7. Teamwork
8. Adaptability
9. Confidence

Working Group 2

- Discussed the objectives and roles for Working Group 2. The group continues to look at what is in and out of scope, how we can implement CB initiatives, and the challenges of recruitment. Will continue to look at the forecasting and hiring related to projects at the City of Toronto.
- Reviewed what is needed for a common approach when looking at implementing the CB. One broader need is bringing more people into the skilled trades and understanding the differences in construction. For example, there are different sectors of engineering. It is important to have the right people for the right jobs, and it is important for various stakeholders to work at bringing people into the union and start those apprenticeship programs.
- Upcoming discussion in the working group will also have a focus on the labour forecasting template, and how that process can be a best practice across CB initiatives.
- There is a need to highlight the interconnectedness between the working groups with the other 2 groups.

- Geraldine Babcock asked a question on whether it is a requirement that those hired on public projects with the City be hired from a trade union.
- Colleen answered that it is not a requirement at this time to be hired from a trade union. The City of Toronto is currently bound by 9 collective agreements that are focused on ICI (industrial, commercial, institutional). There is a mix of union and non-union work that is performed on City projects.

Working Group 3

- Discussed the shared challenges related to tracking, validating and reporting on the CB workforce development efforts.
- Recapped the previous meeting discussions regarding the roadmap. Affirmed the objectives and the scope of this working group and validated the roadmap of the 3 deliverables for working group 3.
- Based on our own experience with other programs, and on research about job seekers who are struggling in this type of environment, the emerging trends suggest an impact on employers and the whole employment support system. This is why we tried to describe the essence of the struggles and challenges.
- Looked at the City's response to the challenging situation which is basically using existing areas of municipal authority such as the purchasing power through procurement contracts and other levers such as real estate transactions or financial incentives for specific sectors.
- We know that just focusing on job seekers providing training and skill upgrade is not enough. At the same time we need to work with employers and also drive systemic changes in the employment ecosystem.
- All the outcomes are interconnected and interdependent. There is ultimately the synergy between them and should help us realize the journey for job seekers. Improving economic and social conditions and reducing the risk of living in poverty is the desired long term impact.
- A sub group of working group 3 members reviewed a draft of the visual theory of change and will continue to refine it. The CB unit is working on refining a draft of a companion narrative which will be helpful when interpreting the visual.
- The plan is to have the final version of deliverable 1 by mid May 2022.
- Raly Chakarova asked a question about whether Working Group 3 will tackle what counts as a community benefit hire. For example, would this be someone from an under-represented group in a community who starts an apprenticeship but is not on the local project.
- April Lim answered yes, there will be disaggregated data collection, definitions, outputs and outcomes.

<p>Discussion</p>	<ul style="list-style-type: none"> • Mike Mattos asked a question on what prevents equity seekers from other jurisdictions from coming to Toronto but who end up returning to their place of origin. Rather than setting up their own schools, other jurisdictions only give out scholarships. Our program needs to identify if we are training Toronto youth or if we are attracting applicants from other jurisdictions. <ul style="list-style-type: none"> ○ An example would be an American student coming to an Ontario college on full scholarship from a small jurisdiction from their state. After the student gets their degree, they are obliged to go back to their hometown to work. ○ If someone from the US comes, is eligible to participate in a CB program, and completes it, we would have invested a lot in training someone who ends up going back to the US. How can we prevent this from happening? ○ The concern here is that the City asks the unions to hire people from equity seeking groups. These people may not necessarily be from Toronto. • Geraldine Babcock said that individuals participating in the pre-apprenticeship programs at Humber College have primarily been from equity deserving groups and need to be residents of Ontario as required by the provincial government funding these programs. We are focused on providing this opportunity to people in from Toronto and the surrounding GTA. • Wayne made a comment that this ties into what April was talking about regarding definitions. We currently do not have specific answers at this point, but will make a note of this and figure out how to handle such scenarios. • April made a comment in the chat that we could explore this further in the working groups. • Raly Chakarova made a comment that from community members, there is not enough people interested enough to fill the growing demand for available job opportunities in the construction industry. We have employers who are ready to hire, but there is no interest from local community members. So this is a risk to the discussion question #3. That is a huge consideration and barrier that can prevent people from taking a career in construction, especially for those who are TCHC residents. • Gillian Mason commented that we need to better understand the loss of critical benefits that someone may experience if they secure a job, as well as the fear of precarity that can come from the loss of predictability as is associated with social assistance (i.e. the possibility of losing a job and not being able to readily re-secure social assistance). • Fabio Crespin made a comment in the chat for question 3 on being transparent and making sure that the community is well represented in what we are doing. This thinking is also valid for employers. We need to create a sense of ownership. This is not a City's initiative, it is a societal transformation and therefore requires deep involvement of all interested parts. If it fails, we failed.
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	<ul style="list-style-type: none"> • Kumsa Baker shared a link https://www.thestar.com/news/gta/2022/04/01/crosstown-lrt-builder-showed-implicit-bias-when-it-fired-black-worker-says-labour-board.html and Declaration for Inclusive Workplaces - https://www.toronto.ca/business-economy/doing-business-with-the-city/understanding-the-procurement-process/anti-racism-in-the-construction-industry/ • Susan McMurray made a comment that she worked on employment equity 30 years ago at the Women's Directorate. At the time, the provincial government was introducing the employment equity legislation and working on getting women into the trades. It was about making workplaces more attractive. It is pleasing to see the equity hiring targets and to see we are not losing track of that. That transparency is really important, as is the continuing commitment to these issues. • Ameen Binwalee made a comment that there really is not much accountability, especially if there is a large general contractor. • Jason Ottey made a comment about encouraging other unions to recruit new members. Need to do more training within our organizations to ensure awareness of not only CB, but of the different experiences of people coming in. The City has the ability through its procurement mechanisms to be far more aggressive in supporting CB than they have. There are purchasers with the ability to set a standard but currently don't. Think we need to step up and do more. • Geraldine Babcock made a comment of the need to create a pathway for people to get into unions. The pre-apprenticeship programs provided by Humber College and other Colleges provide level 1 training for apprentices. The content of the training is regulated by the provincial government and the students need to pass the curriculum testing. Level One training through the Colleges can therefore be recognized by the trade unions as approved training. If we are all trying to break down barrier for equity seeking groups to gain access to careers in the trades, then let's explore how we can bridge these trained individuals into the unions.
Next Meeting	TBD
Adjournment	Meeting Adjourned at 3:00 p.m.