



Community Benefits Advisory Group

April 21, 2022

AGENDA

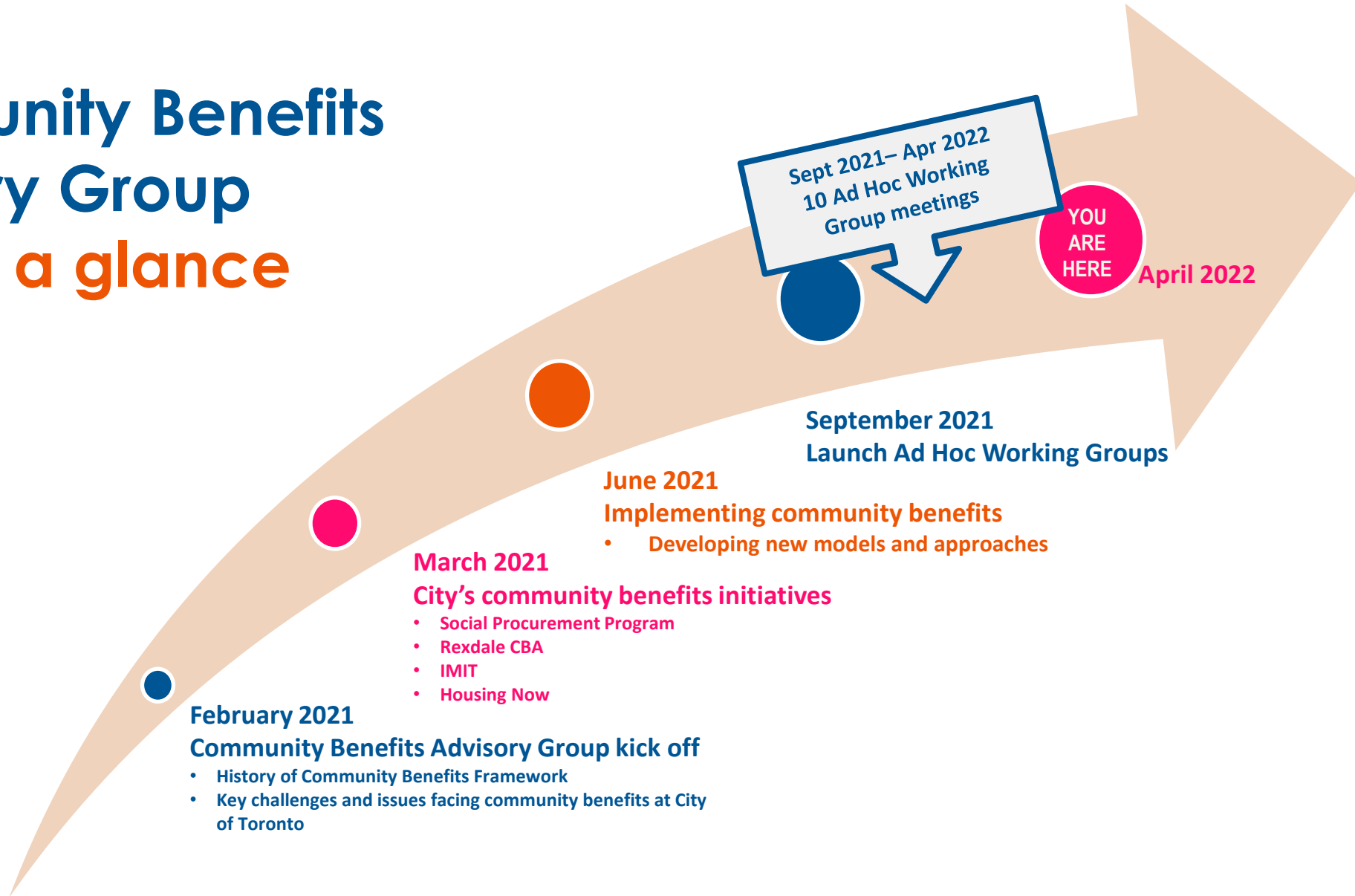
Item	Description	Time
Land and African Ancestral acknowledgements	Wayne Chu, Chair	5 mins
Advisory Group Member Updates	Advisory Group member introductions and updates <ul style="list-style-type: none"> Name, organization and “cat meow scale” 	15 min
Collaboration Survey	Biljana Zuvela	5 mins
Update from Community Benefits Unit, City of Toronto	April Lim <ul style="list-style-type: none"> New Community Benefits Unit Community Benefits Advisory Group year at a glance Current state of community benefits initiatives at City of Toronto 	15 mins
Updates from Ad Hoc Working Groups	Update reports from Ad Hoc Working Groups and Q&A discussions <ul style="list-style-type: none"> Working Group 1 Community Benefits Hiring, Recruitment and Retention (20 mins) – Update reports and Q&A discussion Working Group 2 Community Benefits Hiring with Skilled Trades Unions (20 mins) – Update reports and Q&A discussion Working Group 3 Community Benefits Monitoring and Evaluation Framework (20 mins) – Update reports and Q&A discussion 	60 mins
Group discussion	Wayne Chu	20 mins

Introduction:
Share your name, organization and how are you feeling today (meow)?

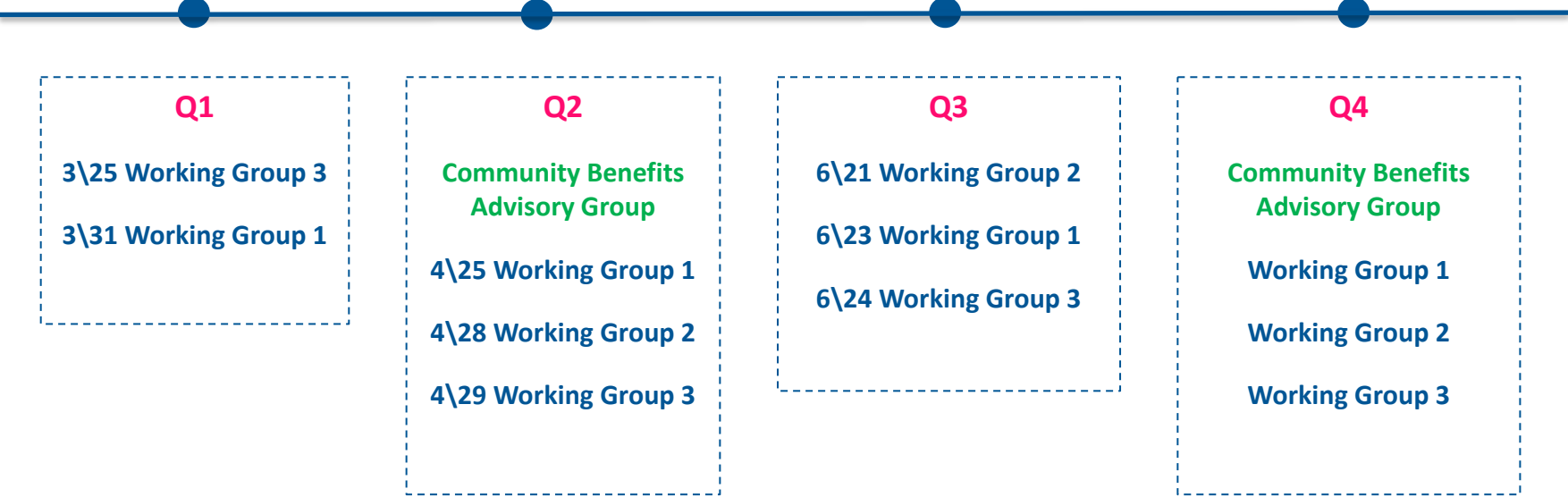
Based on this cat scale....how do you feel today?



Community Benefits Advisory Group Year at a glance



2022 Meeting Schedule



Ad Hoc Working Group 1 – Community Benefits Hiring, Recruitment and Retention
Ad Hoc Working Group 2 – Community Benefits Hiring with Skilled Trade Unions
Ad Hoc Working Group 3 – Community Benefits Monitoring and Evaluation Framework

Current state: Community Benefits Initiatives at City of Toronto

City of Toronto Community Benefits Initiatives

- Housing Now (CreateTO, Housing Secretariat)
- Imagination, Manufacturing, Innovation and Technology (IMIT) Program (Economic Development)
- Rexdale – Casino Woodbine Community Benefits Agreement (Social Development, Finance and Administration, Toronto Employment & Social Services)
- Social Procurement Program (Purchasing and Materials Management Division)
- Update Downsview (City Planning)
- Jane-Finch Initiative (City Planning)
- Transit development projects (Transit Expansion Office)
- WaterfrontTO
- Exhibition Place
- Toronto Community Housing revitalizations
- Others



Hard, measurable targets through community benefits clauses in City agreements

- Construction hiring
- PAT jobs and customized recruitment
- Social procurement
- Local community priorities
- Community oversight and monitoring

**Details may vary by project*

Risks and reality

- Hard targets are in City agreements but they are not being met
- Implementation guidelines, tools and resources needed to achieve hard targets
- Collaboration across system players needed to develop new implementation models, which will lead to guidelines, tools and resources

February 2021

What do you look forward to gaining through the Community Benefits Advisory Group?

“We should be paying attention to the term ‘shortage.’ Are we talking about a shortage of young people in the community that want to work in skilled trades? Or a short of people with years of experience?” Chris C.

“How are going to track equity hiring? Once people start working, what is the progression from now and in 5 years? If you want to make change, tracking is very important.” Quoc T.

“There is a perceived barrier between the pre-apprenticeship programs and people who are ready to work. Let’s not let that be a barrier. **It’s a lack of communication between the people in this group.**” Marc S.

We should go with the largest projects \$50M and above, who have the people and the resources. **Get it right, get the expertise and then start building a system.** Then bring it to smaller projects.” John C.

“The CB Advisory Group can work with resources and support initiatives already in the community around recruitment, system coordination. There’s a lot on the ground, how do we utilize that?” Clara S-R.

“An important voice is the employer. The work can’t be done without them.”
Jason O.

“How do we build a pipeline to support the person for a temporary job opportunity that can evolve into long-term employment with an employer that has the confidence that they are hiring someone they want to keep?” William M.

“How do we stream candidates to where the community benefits job opportunity are going to be?” Patrick M.

Ad Hoc Working Group – Updates

Discussion: Are we on the right track?