

Community Benefits Advisory Group Meeting Minutes

June 1st, 2023 at 1:00 pm - 3:00 pm

Virtual Meeting, Held on WebEx

Attendees

<i>Name</i>	<i>City of Toronto</i>
April Lim	Community Benefits Unit (CBU)
Biljana Zuvela	Community Benefits Unit (CBU)
Colleen Dignam	Community Benefits Unit (CBU)
Courtney Ayukawa	Community Benefits Unit (CBU)
Emily Tsoa	Community Benefits Unit (CBU)
Matteo Colangelo	Community Benefits Unit (CBU)
Reinaldo James	Community Benefits Unit (CBU)
Souleik Kheyre	Community Benefits Unit (CBU)
Anna Gutkowska	CreateTO
Nima Kia	CreateTO
Candice Valente	Economic Development & Culture Division
Pritish Roy	Engineering and Construction Services Division
Hanifa Kassam	SDFA - Poverty Reduction Office
Zenia Wadhvani	SDFA - Social Policy, Analysis & Research
Diana Levy	Social Procurement Program
Hillary Keirstead	Social Procurement Program
Heather Tillock	SDFA - Youth Development Unit
<i>Name</i>	<i>Strategic Partner</i>
Ahd AlAshry	RESCON
Amina Dibe	RESCON
Andrew Pariser	RESCON
Biliana Cidade	CEE (Centre for Young Black Professionals)
Bryan Sherwood	Deltera
Cecille Chin	Metrolinx
Chris Campbell	Carpenters Union
Christina Montauti	The Career Foundation
Fabio Crespin	United Way Greater Toronto
Fatima Saya	Daniels
Genevieve D'Souza	Heat and Frost Insulators Local 95
Geraldine Babcock	Humber College
Gillian Mason	TRIEC
Isaac Fonseca	COSTI
Jason Ottey	LIUNA Local 183
Kemet Bahlubi	Context Development
Krishna Ruchlewica	GTSWCA (Greater Toronto Sewer & Watermain Contractors Association)
Maggie Hall	Tridel
Michael Wolfe	Waterfront Toronto
Mike Mattos	Mount Dennis Community Association

Susan McMurray	Toronto and York Region Labour Council
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Regrets

Name	City of Toronto
Anna Cain	TESS Workforce Development
Dan Rosen	Economic Development & Culture Division
Daniela Sabatini	Senior Services & Long-Term Care
Graham Leah	Corporate Real Estate Management Division
Joanne Isaac	TESS Workforce Development
Lisa (PMO) Barroso	Corporate Real Estate Management Division
Mathieu Maslard	Housing Secretariat
Michelle Molubi	SDFA - Confronting Anti-Black Racism
Safia Chowdhury	SDFA - Social Policy
Simon Hopton	Engineering and Construction Services Division
Selina Young	Indigenous Affairs Office
Sundus Balata	SDFA - Community Infrastructure Unit
William Mendes	Toronto Community Housing
Name	Strategic Partner
Abdul-Ghani "AG" Mekkaoui	Jay Dee Canada, ULC
Adam Melnick	Heat and Frost Insulators Local 95
Ameen Binwalee	Out of the Box Social Enterprise
Ana Teresa Portillo	Parkdale Community Economic Development
Anne Gloger	Centre for Connected Communities
Danielle Williams	CEE Centre for Young Black Professionals
Elvy Moro	STEP
Flora Devarajah	Metrolinx
Floydeen Charles-Fridal	Caribbean African Canadian Social Services (CAFCAN)
Janelle St Omer	Black Business Professional Association
Jim Vlahos	General Contractors Section
Judy Brooks	Metrolinx
Katherine Jacobs	Ontario Construction Secretariat
Manjeet Dhiman	ACCES Employment
Marc Arsenaault	Provincial Building and Construction Trades Council of Ontario (PBCTCO)
Marc Soberano	Building Up (Social Enterprise)
Merissa Preston	LIUNA Local 506
Patrick McManus	Ontario Sewer and Watermain Contractors Association
Rosemarie Powell	Toronto Community Benefits Network
Sabrina Musto	Buy Canada
Sean Blake	Carpenters Local 27
Sephton Spence	Afro Canadian Contractors Association
Shine Jiyoun Chung	CEE Centre for Young Black Professionals
Stephen Callender	Afro Canadian Contractors Association
Steve Shallhorn	Labour Education Centre
Surabhi Jain	Toronto Workforce Funders Collaborative

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Item	Discussion/ Comments / Actions
Welcome & land Acknowledgement	Zenía Wadhvani delivered the land and African ancestral acknowledgments
Advisory Group Introductions	<ul style="list-style-type: none"> • Introductions completed with attendees’ names and organizations
Context Setting for meeting (Zenía Wadhvani)	<ul style="list-style-type: none"> • Today’s topic will focus on Equity, Diversity and Inclusion. We will explore what this means in a corporate setting outside of the public sphere. Some refer to this as DEI (Diversity, Equity & Inclusion), ESG (Environmental, Social and Governance), or Corporate Social Responsibility. This work aligns with the work being done in community benefits, including the value placed on diversity and addressing systemic barriers. • Today we will discuss how we can connect the EDI policies, processes, and tools being developed with community benefits.
Equity, Diversity & Inclusion (EDI) in the Construction Sector (Colleen Dignam)	<ul style="list-style-type: none"> • With community benefits requirements becoming more common in projects funded by the City of Toronto, affiliated agencies and corporations would like to gain a better understanding of EDI-related workplace policies, initiatives, and training. Research was undertaken to identify EDI policies and initiatives developed for contract holders that were awarded City projects with community benefits requirements. • The information shared in this presentation is based on information gathered from a research scan of organizational websites. • The purpose of this research scan was to identify EDI policies, initiatives and practices from contractors and developers that were awarded City projects. Another objective of this scan was to better understand how EDI policy implementation contributes to the achievement of community benefits requirements on City funded projects. • The scan included: <ul style="list-style-type: none"> ○ research on 18 developers and contractors awarded contracts by the City of Toronto (and its agencies and corporations) between 2016 and 2022 ○ reviewing and documenting EDI policies and practices available on organizational websites for the identified 18 developers and contractors ○ a focus on the information included within the websites of these 18 developers/contractors • It was recognized that developers and contractors may have existing EDI policies and practices that were not noted on organizational websites.

	<ul style="list-style-type: none"> • Out of the 18 organizations identified, five organizations had information on EDI policies on their website. <p>(See the Ontario Construction Secretariat’s full report here: Demographics-Diversity-Report.pdf (iciconstruction.com))</p>
<p>Presentations on EDI and Construction (presentations have been attached for reference)</p>	<p>RESCON (Amina Dibe and Ahd AlAshry) – Best Practice Guide</p> <ul style="list-style-type: none"> • This Best Practice Guide originated from conversations with Health and Safety representatives regarding policies that could be applied in terms of DEI (Diversity, Equity and Inclusion). After consulting with Health and Safety representatives that work for different builders and experts, this Best Practice Guide was developed. It is still a work in progress. <ul style="list-style-type: none"> ○ GOALS <ul style="list-style-type: none"> ➤ Create a guide of researched best practices that will support intended outcomes with DEI efforts ➤ Ensure that DEI resources are being used to their best potential ➤ Help small builders begin their DEI efforts without overwhelming them ➤ Complement the efforts of those already working on DEI initiatives • The focus within the policies, initiatives and toolkits is on implementation. This is what most of our members need. <ul style="list-style-type: none"> ○ TARGET AUDIENCE <ul style="list-style-type: none"> ➤ DEI Cultural Representatives ➤ HR Directors ➤ Project Superintendents ➤ Labour Foreperson ➤ Health and Safety Representatives ➤ Anyone who holds influence over workers on site • Next steps will include reviewing the guide with different members in the industry, including different builders. Their advice will be sought to assess how to make positive changes. Updates to the guide will be made. • This best practice guide can be used to welcome people from the local community who are being recruited. The goal is to retain local workers for the long term and ensure that inclusivity is long lasting. <p>Daniels (Fatima Saya)</p> <ul style="list-style-type: none"> • Daniels aims to build inclusive and sustainable communities <ul style="list-style-type: none"> ○ Social Impact Framework – Diversity, equity, inclusion and Indigenous reconciliation are the central themes in the following areas of work: <ul style="list-style-type: none"> ➤ Affordable and Accessible Housing ➤ Community Economic Development

➤ Social Infrastructure

- The DEI committee works with Daniels' People and Culture team to implement policies and initiatives, and to deliver training:
 - Daniels' DEI Committee was created in 2020 following an increase in hate crimes targeting Black construction workers on sites across the GTA
 - The Indigenous Inclusion and Engagement Subcommittee is dedicated to promoting the inclusion and engagement of the Indigenous community. The focus of this subcommittee is to develop training, social procurement policies, sponsorships, and partnerships. This subcommittee is actively working on a reconciliation roadmap.
 - Lessons learned includes:
 - Recognizing the importance of leveraging Daniels' expertise, contracts, and relationships when expanding the impact of DEI work across the industry
 - Acknowledging that data is complicated to collect, both internally and externally
 - Understanding that certifications are reliable, but they can also create additional barriers
 - Consider a menu of options versus specific requirements

Tridel (Maggie Hall)

- This presentation is focused on how Diversity, Equity and Inclusion (DEI) supports community benefits agreements. This work is currently happening in three revitalization neighborhoods where Tridel is the builder and developer partner
- In coordinated efforts with Tridel's Health and Safety team, as well as with People and Culture, tools were developed to ensure that any instances of harassment such as bullying, abuse, harassment or discrimination is dealt with immediately, along with maintaining the privacy of anyone reporting such incidents.
- Tridel has received approval for a multi-year action plan. The company will be releasing this plan to its employees first, to ensure they are aware of the roadmap for the next 3 years.
- The focus of this plan will be in four core areas:
 - How to communicate about diversity, equity, and inclusion
 - How to further diversify our applicant pool, and elevate employee voices into the conversation
 - How to enhance DEI through policy and business practices
- Tridel is the developer partner of three Toronto community housing neighborhoods. This includes Alexandra Park's phases 1 and 2, plus a smaller community in North York. Some lessons we have learned from these neighborhoods is that if we want to achieve community benefits and community economic development, we must consistently find new ways to be creative in reaching our goals.

	<ul style="list-style-type: none"> Community benefits within these revitalization communities means so much more than just employment. There are educational opportunities with grant programs offered, and affordable housing. There is so much more than the economic development aspect, which has been really woven into the culture of the organization and within Tridel's business practices.
Discussions	<ul style="list-style-type: none"> April Lim asked in the chat what role senior level executives have in championing RESCON's Best Practice Guide, and in holding RESCON employers accountable to the guide? Andrew Pariser responded in the chat by noting that RESCON has: (1) created an anti-racism committee, called the CARE committee, with Amina as Chair; (2) incorporated DEI into their health and safety and labour relations efforts (3) dedicated specific resources for DEI (4) engaged in DEI training for all their staff and (5) incorporated DEI as a topic of discussion at Board and committee meetings. RESCON does their best to promote leaders in this work, including working with Tridel and Daniels, while creating templates and resources that others can use to start their DEI journey. RESCON is very proud of the best practice guide Amina and Ahd have developed, with RESCON members' input.
Next Steps	<ul style="list-style-type: none"> Zenia: Before or at the next Advisory Group meeting in October, it would help to connect and have follow up conversations on EDI and community benefits.
Adjourn	<p>Next Meeting October 2nd, 2023</p>