

Community Benefits Ad Hoc Working Group 2

Ad Hoc Working Group 2 – Meeting #6
September 27, 2023

Agenda

- Welcome - land & ancestral acknowledgements
- Introductions & check-in
- Working Group 2 Roadmap Overview
- Guide to Validate Construction Trade Hiring Targets on City of Toronto projects.

Land Acknowledgement and African Ancestral Acknowledgement

Land Acknowledgement

- We acknowledge the land we are meeting on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg (ah-nish-naw-bek), the Chippewa, the Haudenosaunee (hoodt-en-oh-show-nee) and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis (may-tee) peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.

African Ancestral Acknowledgement

- Though I am not a person of African descent, I am committed to continually acting in support of and in solidarity with Black communities seeking freedom and reparative justice in light of the history and ongoing legacy of slavery that continues to impact Black communities in Canada. As part of this commitment, I would also like to acknowledge that not all people came to these lands as migrants and settlers. Specifically, I wish to acknowledge those of us who came here involuntarily, particularly those brought to these lands as a result of the Trans-Atlantic Slave Trade and Slavery. In support of the City of Toronto's ongoing efforts to confront anti-Black racism, I pay tribute to those ancestors of African origin and descent.

Introductions and check-in

- Tell us your name and how you are feeling today

- Winter 2021 – Launch of Community Benefits Advisory Group and Ad Hoc Working Group
- Deliverable 1: Labour Forecasting
- Deliverable 2: Collecting and Tracking Data on Equity Indicators
- Deliverable 3: Best practices, approaches and mechanisms for reporting on construction hiring targets
- **Spring 2024** – Consult and engage as needed.

Community Benefits Framework (CBF) 2019

- In 2021, City Council directed Social Development, Finance and Administration, Employment and Social Services Economic Development and Culture, and the City Solicitor, to strive to achieve a 10 percent EQUITY target in construction projects procured by Purchasing and Materials Management Division over \$50 million, and Housing Now projects.
- Within various City Of Toronto contracts that has community benefit construction related WFD targets, 10 percent EQUITY is being interpreted in a plethora of ways.

Community Benefits Framework (CBF) 2019 Continued

Within various City Of Toronto contracts that has community benefit construction related WFD targets, 10 percent EQUITY is being interpreted in a plethora of ways.

1. Contract Value
2. Person Hours
3. Headcount

Examples of Community Benefit Initiatives

- Social Procurement Program
- Rexdale-Casino Woodbine CBA
- Imagination, Manufacturing, Innovation & Technology (IMIT) Program
- Housing Now Initiative
- FIFA World Cup 2026
- Toronto Community Housing Revitalization
- Update Downsvew
- Jane-Finch Initiative

Guide to Validating Construction Trade Hiring Targets

The contract holder can use the recommended activities below to achieve construction trade workforce development targets on projects with Community Benefit requirements.

Phases

1. Pre-Construction Checklist
2. Subcontractor Identification Form
3. Construction Trade Labour Forecasting Template
4. Employment and Retention
5. Tracking New Hires
6. Quarterly Reporting

Guide to Validating Construction Trade Hiring Targets – Stakeholder Engagement Q3 2023

- As the guide transitions from the prototyping to pilot phase, the Community Benefits Unit engaged with key industry partners to confirm the feasibility and implementation of the guide through the development and delivery of guiding questions and measures.

Key Findings

1. Union engagement on the project as early as possible is critical to success
2. The guide needs to be flexible and customizable for each project
3. General Contractors must include specific requirements in contracts awarded to subs

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THANK YOU!