

## Community Benefits Advisory Group Meeting Minutes

June 5<sup>th</sup>, 2024, 10:00 am – 11:30 am

Virtual Meeting, Held on WebEx

Attendees	
<i><b>Name</b></i>	<i><b>City of Toronto</b></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)
Jacob Mathew	Community Benefits Unit (CBU)
Matteo Colangelo	Community Benefits Unit (CBU)
Reinaldo James	Community Benefits Unit (CBU)
Souleik Kheyre	Community Benefits Unit (CBU)
Zenia Wadhwani	SDFA - Social Policy, Analysis & Research
Diana Levy	Social Procurement Program
Hanifa Kassam	SDFA - Poverty Reduction Office
Hillary Keirstead	Social Procurement Program
Heather Tillock	SDFA - Youth Development Unit
Julia Rigato	Economic Development & Culture Division
Amy Agulay	FIFA Secretariat
Michael Brewer	FIFA Secretariat
Pritish Roy	Engineering and Construction Services Division
Simon Hopton	Engineering and Construction Services Division
<i><b>Name</b></i>	<i><b>Strategic Partner</b></i>
Agapi Gessesse	CEE Centre for Young Black Professionals
Abdul-Ghani "AG" Mekkaoui	Jay Dee
Anjuli Perera	Waterfront Toronto
Anshika Kushwaha	Toronto Workforce Funders Collaborative
Christina Montauti	The Career Foundation
Graham Budgeon	Dream
Isaac Fonseca	COSTI

Josephine Adegnon	Buy Social Canada
<b><i>Name</i></b>	<b><i>Strategic Partner</i></b>
Sabrina Musto	Buy Social Canada
Kemet Bahlibi	Context Development
Lynn VanLieshout	Humber College
Mike Mattos	Mount Dennis Community Association
Rosemarie Powell	Toronto Community Benefits Network
Susan McMurray	Toronto and York Region Labour Council
William Mendes	Toronto Community Housing

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Item	Discussion/ Comments / Actions
<b>Welcome, Land &amp; African Ancestral Acknowledgement</b>	Land Acknowledgment delivered by Sabrina Musto African Ancestral Acknowledgement delivered by April Lim
<b>Advisory Group Introductions</b>	<ul style="list-style-type: none"> <li>• Introductions completed with attendees' including name(s) and organization(s).</li> </ul>
<b>Chair Updates</b>	<b>Updates on Community Benefits Framework</b> (Zenia Wadhwani) <ul style="list-style-type: none"> <li>• The Community Benefits Framework update report to the Economic and Community Development Committee in September has been moved to November 26, 2024, Economic and Community Development Committee.</li> </ul>
<b>FIFA 2026</b>	<b>Overview of FIFA World Cup 2026 (FWC26)</b> (Michael Brewer with Amy Agulay) <ul style="list-style-type: none"> <li>• World Cup is the largest single sporting event and tournament being hosted in 2026 will be largest yet.</li> <li>• First time events will be hosted across 3 countries, 16 different cities involved and 48 teams. Vancouver is the other Canadian host city, working closely with them sharing information.</li> <li>• 'THE WORLD IN A CITY' will be one of the taglines used leading up to the World Cup, inspired by the diversity in Toronto and what has attracted FIFA to host the events in Toronto.</li> <li>• In December 2025, a draw will be taking place, announcing who will be playing in Toronto.</li> <li>• June 11<sup>th</sup>, 2026 is the start of the World Cup tournament with the opening match in Mexico and July 19<sup>th</sup> will be the final World Cup match played in New Jersey.</li> <li>• All the matches will be played at Toronto Stadium (BMO field), which will receive temporary capacity upgrades and updates to the stadium and hospitality amenities.</li> <li>• Centennial Park is another location that will be used as a training site.</li> <li>• Third location is the FIFA Fan Festival for all the celebratory events from June 11<sup>th</sup> to July 19. Games will be broadcast at this location.</li> <li>• There are five legacy themes:               <ul style="list-style-type: none"> <li>○ Sport, Physical Activity, Health and Wellness</li> <li>○ Human Rights, Equity, Inclusion, Diversity and Anti Racism</li> <li>○ Tourism &amp; Economic Development</li> </ul> </li> </ul>

- Art & Culture
- Environmental Sustainability

**FWC2026 – Community Benefits Plan** (April Lim)

- Aiming to leverage the event to further the City’s goal of achieving community benefits through inclusive economic development to support Indigenous, Black, and equity-deserving groups.
- Existing City of Toronto equity strategies that align with FWC26:
  - Community Benefits Framework
  - Social Procurement Policy
  - Reconciliation Action Plan
  - Action Plan to Confront Anti-Black Racism
  - Poverty Reduction Strategy
  - Toronto Strong Neighbourhoods Strategy
- Toronto City Council has requested the development of a comprehensive FWC26 Community Benefits Plan. Staff will report to Council on July 24, 2024, with an update on the Community Benefits Plan, including FWC2026 Community Benefits Guiding Principles:
  - Social & Economic Inclusion
  - Community Engagement
  - Accountability, Transparency & Public Reporting

**FWC2026 Community Benefits Plan Opportunities** (Michael Brewer)

- Community workforce development opportunities
  - Local hiring and equity pathways
- Business opportunities for local and diverse suppliers
  - Local and social procurement, supply chain diversity
- Skills training & employment readiness
  - Colleges, training programs, employment service providers, sector engagement (skilled trades, hospitality, tourism)
- Other opportunities for social and economic inclusion
- Next Steps
  - First meeting for FWC26 Program Advisory Bodies planned for Q3 (September)
  - Further program development including evaluation and measurement tools

	<ul style="list-style-type: none"> <li>○ Program Advisory Bodies will identify additional opportunities and prioritize legacy programs and initiatives that will leverage the popularity of FWC26 to benefit Toronto's residents, businesses and visitors</li> <li>• There will be 10 to 15 representatives as part of the advisory group, including representation from equity deserving groups, Indigenous communities, and youth. Partners are expected to be champions of FWC26 reporting back to the communities they are representing.</li> </ul> <p><b>Q&amp;A</b></p> <ul style="list-style-type: none"> <li>• Julia Rigato asked Michael if there is representation from Economic Development &amp; Culture Division on the advisory committee. <ul style="list-style-type: none"> <li>○ Michael Brewer commented that for internal City staff/divisions there will be an internal legacy working group and this group will touch on the arts, culture, tourism, and economic development pieces.</li> </ul> </li> <li>• Susan McMurray asked if the community benefits targets are going to apply to FIFA Canada and to Maple Leaf Sports and Entertainment (MLSE) procurement contracts. <ul style="list-style-type: none"> <li>○ Michael Brewer commented it will apply to MLSE, as MLSE is acting as the City's agent (all of their procurements are following City's procurement requirements)</li> <li>○ Michael additionally noted that there is no control over FIFA Canada, however human rights and social sustainability are important to them and they want to be able to tell a positive story in this regard as well.</li> </ul> </li> <li>• Susan McMurray inquired about the other types of targets that there are in procurement such as direct employment. <ul style="list-style-type: none"> <li>○ Michael Brewer mentioned that FIFA Canada is not required to follow City of Toronto rules but we will continue to push them in that direction. They are aware they must use the unions for everything they're doing at Exhibition Place. This will be a benefit over the next two years.</li> </ul> </li> <li>• Mike Mattos inquired about how the social benefits or community benefits group ensure that the social benefits coming out of this project are going to the groups that need it and to be sure it is not filtered upstream. <ul style="list-style-type: none"> <li>○ Michael Brewer commented these are very different types of projects from other construction projects as the infrastructure footprint is not as extensive, the stadium at Exhibition Place is an existing venue that hosts a lot of events. The other major investment is Centennial Park which is part of the 10-year master plan and a big focus from our colleagues in Parks, Forestry and Recreation ensuring that it remains available as a community recreation facility after the World Cup.</li> </ul> </li> <li>• Mike Mattos commented on the investment in Centennial Park will run the risk of being a "pay to play". <ul style="list-style-type: none"> <li>○ Michael Brewer noted in response to Mike Mattos' comment that this will need to further be discussed in future with Parks, Forestry and Recreation.</li> </ul> </li> <li>• Hanifa Hassam asked what role local colleges and universities are interested in playing. <ul style="list-style-type: none"> <li>○ Michael Brewer noted work is underway around a host city supporter program, where we're trying to identify sponsors and contributors from the community. A lot of conversations have taken place with</li> </ul> </li> </ul>
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	<p>various educational institutions to understand the level they would like to be involved and our volunteer program could be delivered in partnership with a local post secondary institution.</p> <ul style="list-style-type: none"> <li>• Rosemarie Powell commented on getting started early with career fairs, reaching out to diverse suppliers to submit contracts and asked, “how is this being activated?” (Connections in the community being made)</li> <li>• Rosemarie Powell also commented on a process needed to compare which host cities have community benefits and who does not to ensure a full transparency reporting system is in place to see how Toronto is progressing leading up to the events. <ul style="list-style-type: none"> <li>○ Michael Brewer replied that work must be consistent across 16 cities and 3 countries with everything being done. The City of Toronto are currently developing a human rights plan. FIFA benchmarks must be achievable for all host cities. Toronto is doing well and expecting to exceed the benchmarks that FIFA’s Human Rights Framework is setting.</li> </ul> </li> <li>• Isaac Fonseca asked is there a sense of the type and number of employment opportunities available for local community participants (residents) that arise from this. <ul style="list-style-type: none"> <li>○ Michael Brewer commented it is very early in the process to look at the numbers and much of the work in the skilled trades area will be completed by union labour. While there will be a lot of union labor for the construction work, for the fan festival we will have more control and freedom, hopefully that will be able to provide more opportunities. There is also interest outside of the scope of what the City is delivering, in the hospitality and tourism sector to ramp up and seize this opportunity; we will do what we can to work with and convene them so opportunities go to local hires where possible.</li> <li>○ April Lim followed up with Isaac Fonseca’s question commenting on how the CBU does work to coordinate workforce development opportunity forecasting and convene all of the different players early on. Also, the priority of how we communicate these opportunities – when are they expected, how many are there, and what type of opportunities – with the community partners at this CB Advisory Group table and beyond.</li> </ul> </li> <li>• Steve Shallhorn asked if more information could be provided on whether clauses would be added retroactively, or additions made to the RFPs that have already been issued. <ul style="list-style-type: none"> <li>○ Michael Brewer stated that there is no need to amend retroactively. <ul style="list-style-type: none"> <li>▪ Targeted conversations were held in January and February with a few organizations to build on the existing workforce development and social procurement language that is already in the City contracts.</li> <li>▪ To include an example of the workforce development plan in the RFP documents allowing bidders to have more of an indication of the sorts of information we’re looking for, and a better understanding of how the targets will be considered in the evaluation process.</li> <li>▪ Also included, are fixed timelines for providing workforce development plans, following the execution of the contracts, some of which will be executed in the coming weeks and months.</li> </ul> </li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Additional text has been added highlighting some of the community benefits resources and tools that are available through the City, to set the vendors up for success.</li> <li>• Anshika Kushwaha asked where Community Benefits Advisory Group members can learn more about the workforce development strategies as they develop. <ul style="list-style-type: none"> <li>○ Michael Brewer stated the plan is to form a dedicated FWC26 Community Benefits Program Advisory Body, however if there is interest from this Community Benefits Advisory Group to be more involved, we can suggest FIFA Secretariat updates on the Community Benefits Advisory Group agenda for regular updates and calibrate the level of engagement moving forward appropriately.</li> </ul> </li> <li>• Susan McMurray asked if any information would be provided for public posting and reporting in advance, will the overall CB plan be posted and will the City webpage include the reports on an ongoing basis. <ul style="list-style-type: none"> <li>○ Michael Brewer stated that the specifics are not currently available but will be reporting back to Council in July as a first touchpoint and will be meeting with the Mayor and Councillors as part of new governance tables.</li> </ul> </li> </ul>
<b>Adjourn</b>	<ul style="list-style-type: none"> <li>• Reminder to Community Benefits Advisory Group members that communication will be sent out in the coming weeks with respect to membership renewal for this advisory group.</li> <li>• Next Community Benefits Advisory Group Meeting: <b>September 24<sup>th</sup>, 2024</b></li> </ul>

## Appendix to Minutes

<b>Information regarding CBU Workforce Intermediary &amp; Toolkit Pilots</b>  Updated July 2024	<p><b><u>Housing Now</u></b></p> <p><b>5207 Dundas St W</b></p> <ul style="list-style-type: none"><li>• <a href="https://createto.ca/projects/bloor-kipling">https://createto.ca/projects/bloor-kipling</a></li><li>• <a href="https://www.toronto.ca/news/city-of-toronto-celebrates-the-ground-breaking-of-725-new-rental-homes-on-city-land-at-5207-dundas-street-west/">https://www.toronto.ca/news/city-of-toronto-celebrates-the-ground-breaking-of-725-new-rental-homes-on-city-land-at-5207-dundas-street-west/</a></li></ul> <p><b>50 Wilson Heights Blvd</b></p> <ul style="list-style-type: none"><li>• <a href="https://createto.ca/projects/50-wilson-heights-boulevard">https://createto.ca/projects/50-wilson-heights-boulevard</a></li></ul> <p><b>2444 Eglinton Ave E</b></p> <ul style="list-style-type: none"><li>• <a href="https://createto.ca/projects/2444-eglinton">https://createto.ca/projects/2444-eglinton</a></li></ul> <p><b><u>CreateTO</u></b></p> <p><b>Basin Media Studios</b></p> <ul style="list-style-type: none"><li>• <a href="https://createto.ca/projects/2444-eglinton">https://createto.ca/projects/2444-eglinton</a></li></ul> <p><b><u>Social Procurement Program</u></b></p> <p><b>GHD Limited</b> Professional Engineering Services for Rehabilitation/Replacement of Culverts Professional Services for Humber Treatment Plant Rehabilitation and Upgrades Coordinated Toronto Water and Transportation Services Program Management Assignments (PM6B) Coordinated Toronto Water and Transportation Services Program Assignments (PM6A1) Coordinated Professional Engineering Services for Toronto Water and Transportation Services</p> <p><b>HATCH</b> Detailed Design, Services during construction/post construction (Midtown Relief Storm Sewer)</p>
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	<p><b>Morrison Hershfield</b>  Environmental Assessment for Basement Flooding Study Areas 52, 57, 59  Bridge Program Management  Condition Assessment, Design for Interim Repair Services (Gardiner Expressway East &amp; Lakeshore)</p> <p><b>R.V. Anderson Associates</b>  Local Roads Resurfacing Program Management  Coordinated Toronto Water and Transportation Services Program Management Assignments (PM6B)  Professional Engineering &amp; Program Management Service for the Delivery of the Coordinated TO Water and Transportation Services</p> <p><b>Jacobs</b>  Detailed Design, Services during Construction and Post Construction for the Fairbank Silverthorn Storm Trunk Sewer System</p> <p><b>Bennett Mechanical</b>  Ashbridge's Bay Phase D (minor connection to liquid Train Upgrades - Highland Creek Treatment Plant)</p> <p><b>Aquicon</b>  North East Scarborough Community Recreation &amp; Child Care center</p> <p><b>West Egg Security</b>  Security Guard Services at Union Station for Corporate Real Estate Management, Corporate Security Section</p> <p><b>Multiplex</b>  <u>Etobicoke Civic Centre</u></p>
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