# Community Benefits Advisory Group

February 27th, 2024

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# 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, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Metis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit"*

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# African Ancestral Acknowledgement

*"The City of Toronto acknowledges all Treaty peoples – including those who came here as settlers – as migrants either in this generation or in generations past – and those who came here involuntarily, particularly those brought to these lands as a result of the Trans-Atlantic Slave Trade and Slavery. We pay tribute to those ancestors of African origin and descent."*

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# Status Update: CBU Workforce Intermediary & Toolkit Pilots

**Housing Now:**
- 2 active project sites with custom CB Plans developed
- Creation and facilitation of 4-part CB Plan Workshop Series
- Labour Forecast issued for 1 site
- Planning to implement Welcome Form on 1 site soon

**Toronto Community Housing:**
- Welcome Form (Construction) to be tested in Spring 2024 on 1 site

**Social Procurement Program:**
- 15+ projects currently introduced to and or using WI supports and CB tools
- Kick-off and or quarterly meetings
- Fully customized "combined" PAT/Construction Labour Forecast template embedded into existing SPP reporting processes
- PAT hiring: Early success in WI supports to identify, curate, broker relationships between Supplier and ESP
- WI supports to connect suppliers to local hiring events

**Imagination, Manufacturing, Innovation and Technology:**
- 15+ hires, 100+ connected to opportunities, 2 job fairs organized
- 1 IMIT site achieved significant gains in their LER points
- Significant success in brokering IMIT recipients + ESP relationships
- Welcome Form implementation commenced on 1 pilot site to date

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# Status Update: CBU Workforce Intermediary & Toolkit Pilots

**Challenges/Learnings:**

- Hesitation or resistance to use CB tools (e.g, labour forecast templates, data collection)
- Change management
- Onboarding and orientation to CB concepts
- Target setting – best efforts vs mandatory
- Clarifying roles (CB initiatives vs. CBU / WI)
- Time consuming nature of relationship building and knowledge sharing

*Excellent progress to date, high level impact, relationship building, mindset changes and positive results*

# CBF 2024 Reports to Council

**Rexdale CBA Annual Progress Report (2023)**

- April 9 Executive Committee, April 17-18-19 City Council

**Community Benefits Framework Update Report**

- Sept 18, Economic & Community Development Committee,
- October 9-10-11 City Council

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# Community Benefits Name Evolution Project

- Mitigate "community benefits" name confusion

- Qualitative research, focus groups, key informant interviews

- 46 participants to date

    - Community organizations, developers, contractors, unions, City of Toronto divisions, anchor organizations

- All invited to share input through online Google form

- What's been heard so far

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# CBAG Overview and Support for Pilot Testing the Welcome Form

**Video:** How to train employees to have difficult conversations

**https://www.ted.com/talks/tamekia_mizladi_smith_how_to_train_employees_to_have_difficult_conversations?subtitle=en**

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# Welcome Form: Background

**The following are the steps in our monitoring and evaluation development that have been completed:**

- Theory of Change (2022)

- Monitoring & Evaluation purpose and primary users (2022)

- Key Monitoring & Evaluation questions  (2022)

- Performance measures (2023)

- Data collection and reporting processes (2023/2024)

- Craft data collection and reporting tools (2023/2024)

- Testing (2024)

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# CBF Monitoring & Evaluation Framework

**Telling the WFD Impact Story**
- Demonstrate the project results and value of City projects with CB/WFD requirements;  evidence on targets and outcomes
- Demonstrate the progress and key learnings of CB project implementation, roles, responsibilities
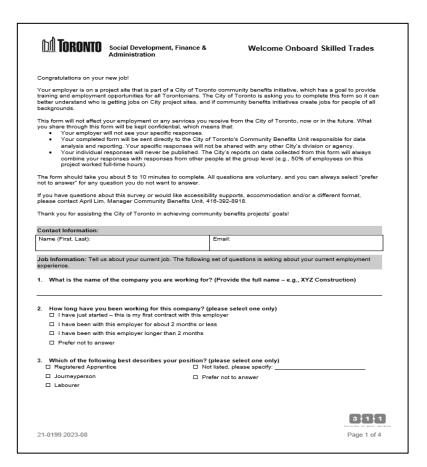
**What does Welcome Form aim to capture?**
- Extent City projects are achieving their set targets
- Socio-demographic profile of individuals hired, and groups missing or underrepresented
- Basic characteristics of jobs new hires gain on projects

*Overall, tell the City of Toronto's community benefits story across all CB initiatives*

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# Change Management: City divisions, Agencies, Project Lead Partners, Community Partners



- Purpose
- Roles
- Benefits
- Risks
- Privacy and confidentiality Background

# **Welcome Form: Breakout rooms**

1.    **What can you do to support successful implementation?**

2.    **What would you need from CBU team to support successful implementation?**

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