



# Community Benefits Advisory Group

Meeting 1/3



February 19th, 2025

# Agenda

1. Land & African Ancestral Acknowledgements
2. Chair's Welcome & Introductions
3. CBU Updates
  - Recap of CBAG 2024
  - Rexdale CBA 2024 Progress Report
  - FIFA26 Community Benefits Plan
  - Community Benefits Framework Webpage
4. 2025 Community Benefits Report
5. CBAG Member Updates
6. Wrap-up

## **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."*

## **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."*

# Chair's Welcome and Introductions

Dr. Akwatu Khenti



All attendees are asked to remain muted due to the high number of participants in the session.



If attendees have questions or comments, please place them into the Microsoft Team chat.

# Community Benefits Advisory Group

## Terms of Reference

### **Purpose**

To bring together knowledge and experiences of strategic partners to collaboratively problem solve key issues and challenges related to City's Community Benefits Framework

### **Guiding Principles**

- Social and economic inclusion
- Engagement with strategic partners is vital
- Systems approach to collaboration and joint problem solving

### **Meeting Materials**

Terms of Reference, presentations and minutes found on City of Toronto Community Benefits Framework [web page](#)

# Recap: CBAG 2024

## Welcome Form Activity: Test Environment

**Toronto** Social Development, Finance & Administration **Welcome Form**

Congratulations on your new job!

Your employer is a partner in the City of Toronto's community benefits program, which has a goal to provide housing and other opportunities for all Torontonians. The City of Toronto is asking you to complete this form so it can better understand where you're going to live and work, and how community benefits programs can help you get there.

This form will not affect your employment or any services you receive from the City of Toronto, now or in the future. What you provide on this form will be kept confidential, unless stated otherwise.

4. Your employer will not see your specific responses to these questions. Your responses will be used by the City of Toronto's Community Benefits Unit responsible for data analysis and reporting. Your specific responses will not be shared with any other City of Toronto or agency. Your responses will be used to help the City of Toronto better understand where you're going to live and work, and how community benefits programs can help you get there.

5. The form should take you about 10-15 minutes to complete. All questions are voluntary, and you can always select "prefer not to answer" for any question you do not want to answer.

If you have questions about this survey or need the accessibility supports, accommodation and/or a different format, please contact April Linn, Manager Community Benefits Unit, 416-392-2616.

Thank you for assisting the City of Toronto in addressing community benefits projects, goals!

Contact Information:  
Name (First, Last): \_\_\_\_\_ Email: \_\_\_\_\_  
Job Information: Tell us about your current job. The following set of questions is asking about your current employment situation.  
1. What is the name of the company you are working for? (Provide the full name - e.g., XYZ Construction)  
2. How long have you been working for this company? (Please select one only)  
☐ I have just started - this is my first contract with this employer  
☐ I have been with this employer for about 2 months or less  
☐ I have been with this employer longer than 2 months  
☐ Prefer not to answer  
3. Which of the following best describes your position? (Please select one only)  
☐ Registered Apprentice  
☐ Journeyman  
☐ Labourer  
☐ Not listed, please specify: \_\_\_\_\_  
☐ Prefer not to answer

25-01089-2023-00 Page 1 of 6

Professional, Administrative and Technical Form:

<https://cotsurvey.chkmkt.com/DEMO>

## Community Benefits Name Report

**Project Purpose:** To analyze the implications of modifying the name of the "Community Benefits Framework"

- In the context of the Framework, the term "community benefits" refers to a range of outcomes that may be included as conditions when the City buys, builds, provides financial incentives or other unique opportunities where community benefits can be explored
- In the broader community benefits ecosystem, the term is used to refer to different things, at times causing confusion about the meaning of the term both internally at the City of Toronto and externally (e.g., community benefits charges, community benefits clauses, community benefits agreements, etc.)
- Because of this confusion, The City of Toronto initiated a process to explore the implications of modifying the name of the Community Benefits Framework

## Social Procurement Program and Policy

Community Benefits Advisory Group  
September 24, 2024



## IMIT Program

### Background

The City of Toronto's Imagination, Manufacturing, Innovation, Technology (IMIT) Property Tax Incentive program was established in 2008 in response to slow employment growth in the City compared to other Greater Toronto Area Municipalities.

The IMIT Program was designed to:

- Support Toronto's key industry sectors;
- Promote employment growth and economic development;
- Help address the imbalance in commercial and industrial tax rates.



## Status Update: CBU Workforce Intermediary & Toolkit Pilots

CB Initiative Project Updates		Challenges/Learnings
Housing Now	<ul style="list-style-type: none"><li>2 active project sites with custom CB Plans developed</li><li>Creation and facilitation of 4-part CB Plan Workshop Series</li><li>Labour Forecast issued for 1 site</li><li>Planning to implement Welcome Form on 1 site soon</li></ul>	<ul style="list-style-type: none"><li>Hesitation or resistance to use CB tools (e.g., labour forecast templates, data collection)</li><li>Change management</li><li>Onboarding and orientation to CB concepts</li><li>Target setting – best efforts vs mandatory</li><li>Clarifying roles (CB initiatives vs. CBU / WI)</li><li>Time consuming nature of relationship building and knowledge sharing</li></ul> <p><i>Excellent progress to date, high level impact, relationship building, mindset changing and positive results</i></p>
TCH	<ul style="list-style-type: none"><li>Welcome Form (Construction) to be tested in Spring 2024 on 1 site</li></ul>	
SPP	<ul style="list-style-type: none"><li>15+ projects currently introduced to and/or using WI supports and CB tools</li><li>Kick-off and/or quarterly meetings</li><li>Fully customized "combined" PAT and Construction Labour Forecast template embedded into existing SPP quarterly reporting processes</li><li>PAT hiring: Early success in WI supports to identify, curate, broker relationships between Supplier and ESP</li><li>WI supports to connect suppliers to local hiring events</li></ul>	
IMIT	<ul style="list-style-type: none"><li>15+ hires, 100+ connected to opportunities, 2 job fairs organized</li><li>1 IMIT site achieved significant gains in their LER points</li><li>Significant success in brokering IMIT recipients + ESP relationships</li><li>Welcome Form implementation commenced on 1 pilot site to date</li></ul>	



# 2024 Rexdale Progress Update Report

- 2024 marked the sixth year since the Rexdale-Casino Woodbine Community Benefit Agreement's inception.
- In 2024, One Toronto Gaming was recognized at the Building Diversity Awards as the recipient of the Community Benefits Project Award (Rexdale CBA).
- Most targets and requirements under the Agreement have been met or are on track for completion.

# 2024 Rexdale Progress Update Report Highlights

## Community Access to Space

- The Community Access to Space Policy & Procedures.
  - Extended community consultations
  - 4 additional spaces added
  - 50% - 100% space daily rate reduction
  - Expanded community eligibility

## Child Care Centre

- Children's Services has selected a location for the childcare centre located nearby the casino.

## Negative Impacts of Expanded Gaming

- With collaboration from Toronto Public Health, OLG and the Responsible Gambling Oversight Committee developed a workplan with four workstreams that will guide Responsible Gambling work from 2025 to 2029.

## Rexdale-Casino Woodbine 5-Year Review

- As of December 31st, 2024, 11 recommendations have been implemented and 65 action items have been completed.



# FWC26 Community Benefits Plan

## FWC26 Community Benefits Plan

### FWC26 Procurements

### Going Beyond FWC26 Procurements

#### Opportunities through City Procurements

Business opportunities for Indigenous, Black and diverse suppliers, social enterprises and local business; workforce development

#### Community Workforce Development Program

Focus on Youth from Indigenous, Black and equity deserving groups

#### Skills Training and Employment Readiness

e.g. Volunteer Program, Sport Related Capacity Building

#### *Upcoming Meetings:*

- Community Benefits & Social Procurement Program Advisory Body – February 20<sup>th</sup>, 2025
  - Co-chaired by Akwatu Khenti, SPAR Director, Rosemary Powell, Executive Director of TCBN and Elizabeth Chick, CEO of Buy Social Canada
- Staff Report to FIFA Subcommittee – March 18<sup>th</sup>, 2025
- Executive Committee – March 19<sup>th</sup>, 2025

# Community Benefits Framework Webpage Refresh

Please join the live survey

Slido.com

#4033015



# Proposed Website Sections

1. About the Framework: What are Community Benefits?
2. How We Achieve Community Benefits: Tools & Hard Targets
3. How We Work: Community Benefits Initiatives at the City
4. Engagement Community Advisory Group & Staff Reports to Committee & City Council
5. **Get Involved**

# 'Get Involved' Webpage Section

- What information would you like to see in this section of the webpage?

Please send your thoughts for this section to  
[lina.pulido2@toronto.ca](mailto:lina.pulido2@toronto.ca)



# 2025 Community Benefits Report

An Update to the Community Benefits Advisory Group

Naama Ofrath, Community Benefits Unit – City of Toronto



# Name Report

Taylor Newberry Consulting, 2024



48

**Community Benefits key  
informants participated**



3

**Gaps identified:**  
-Terminology  
-Scope  
-Relation to other initiatives



7

**Clarifications recommended  
around terminology, legal  
instruments, implementation,  
ecosystem**



# Name Report: Recommended Next Steps

**“name modification alone would likely not be enough to address the challenges. A more comprehensive approach is required”:**

**1:** Clarify the purpose and messaging of the Framework

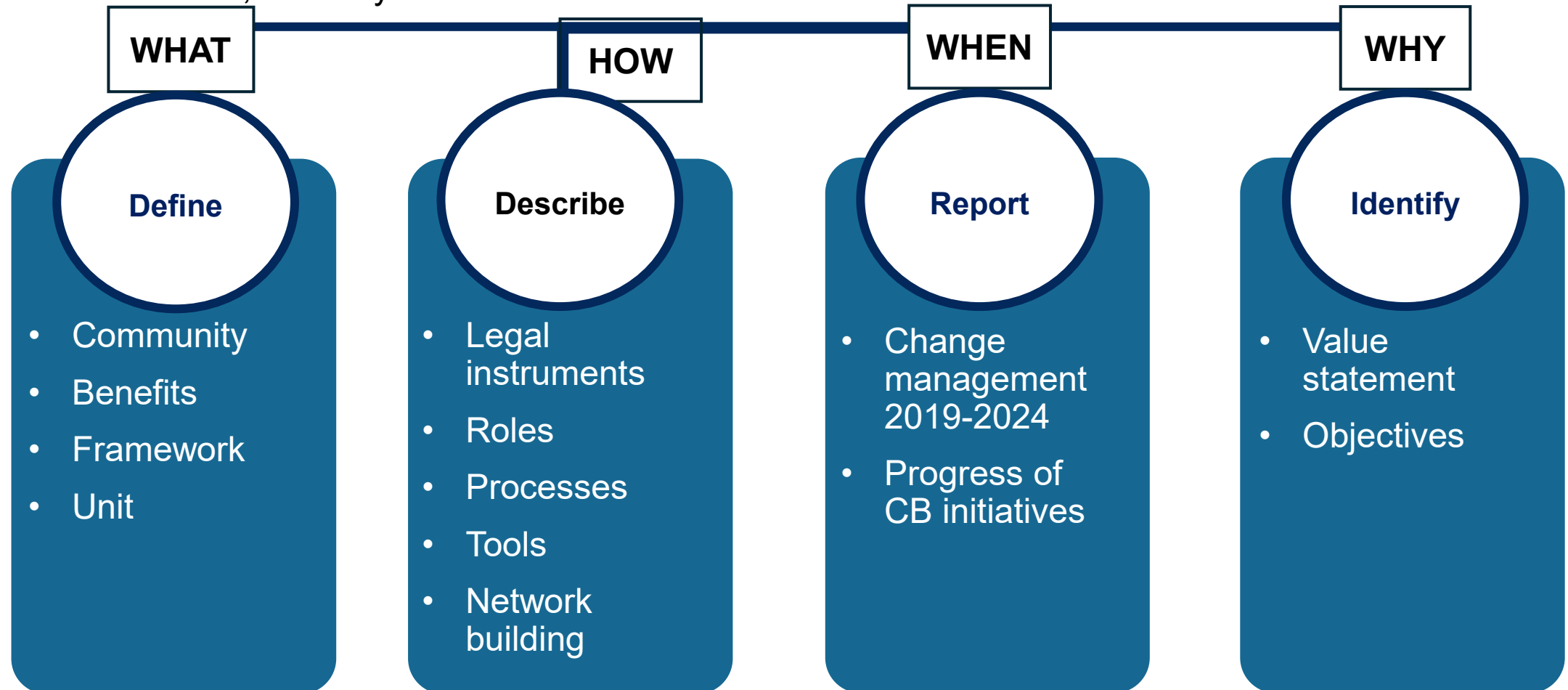
- Clarify the purpose of the Framework and particular components,
- Develop communications materials.

**2:** Revisit and enhance the name of the Framework

"community should always remain the central focus."

# Community Benefits 2025 Report

The purpose of the 2025 Community Benefits Report is to achieve clarity and shared language on what community benefits are delivered through the City of Toronto's Community Benefits Framework, how partners work together to achieve Community Benefits, how partners progress towards goals, what is success, and why this matters.



# Timeline and Next Steps

- Q4 2024: Launched work internally
- Q1 2025: Engage CBAG - Plan
- Q2 2025:
  - Release report
  - Engage CBAG - Report
- Q3 2025: Engage CBAG - Next Steps

# CBAG Member Updates

Please share relevant updates on  
community benefits related projects

# Wrap Up

- Our next CBAG meeting will be:
  - Tuesday June 3rd, 9:30 a.m-11 a.m

