



community share

FOOD BANK

February 16, 2022

To the attention of the CEO:

We are gravely concerned about Metrolinx's approach to its Community Benefits Agreement as part of the three new transit projects undergoing planning and procurement (Scarborough Subway Extension, Eglinton West, and Ontario Line) totalling approx. \$30B in project value. It has recently come to our attention that Metrolinx is seeking to implement its Community Benefits Agreement in a "slightly different approach" that may significantly impact TCBN, community partners and our collective advocacy for good jobs and inclusive local economic development. We need a commitment to ensure that the diversity of the workers on the Ontario Line project reflects the diversity of Toronto and neighbourhoods where this project will impact.

To note, there are four key areas that are of concern to us, this includes:

- **Community Engagement:** To date, there has been no public engagement or information shared about Metrolinx's plan for Community Benefits Agreement as part of its three new transit projects even though contracts have already been awarded. We need to put the "community" in community benefits!
- **Minimum Equity Hiring Targets:** The importance of minimum employment thresholds for Indigenous, Black, People of Colour and Women in Apprenticeships and Journeypersons positions as well as including employment pathways to Professional, Administrative and Technical positions
- **Social Procurement:** The importance of ensuring the general contractors and sub contractors provide contract opportunities to local businesses, diverse owned businesses or social enterprises as part of the requirements for Community Benefits Agreements
- Key process areas including project specific **Community Benefits table/working group** to develop and implement CBA deliverables and accountability mechanisms like tracking, monitoring and reporting

We are asking that Metrolinx engage with the community, City and TCBN on its Community Benefits Implementation Plan and Proposal to ensure community feedback on critical elements of CBA with an equity, diversity and inclusion lens. ***We ask you to honour your commitment through Community Benefit Agreements to meet employment thresholds for underrepresented communities, including Black, Indigenous and people of colour, and women.***

Sincerely,

Diane Enhorning
Board Director

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