



COMMUNITY BENEFITS AGREEMENT for Downsview

VISION REPORT





Toronto Community Benefits Network

Community Benefits create positive change by promoting local hiring, diverse job opportunities, and community investments that drive sustainable growth. Together, we build stronger, more inclusive neighborhoods.

A beacon for communities
communitybenefits.ca

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Executive Summary

The Downsview Airport and overall Downsview Lands area is set to become the site of the largest urban redevelopment project in North America. This development will span the course of over three decades and is expected to bring about significant infrastructure upgrades, housing, employment and economic opportunities that will transform the Downsview community and North York area.

This vision report outlines key priorities for community benefits that were identified through the Toronto Community Benefits Network’s outreach and engagement with local residents and stakeholders, TCBN member organizations and groups over the past two years as well as our data-backed research, particularly the neighbourhood demographics and maps created in collaboration with Social Planning Toronto.

As part of this campaign and overall engagement process, we at TCBN have been able to identify a number of key community benefits priorities and recommendations that are integral to the Downsview community’s needs based on our findings:

- 1

Good jobs and inclusive local economic development
- 2

Social procurement and inclusive business development
- 3

Neighbourhood improvements
- 4

Environmental protections and sustainable development
- 5

Monitoring and Accountability

The report is organized by an introduction followed by a detailed breakdown of outcomes and progress from the various large scale infrastructure and development projects that have a signed community benefits commitment in Toronto.



Next is a historic timeline of the Downsview area, its indigenous history and a summary of the Downsview development background with a map of the local area and surrounding areas. The following sections are dedicated to highlighting our CBAforDownsview campaign, engagement process as well as expanding on our key community benefits themes, recommendations and their proposed targets. The final sections outline community benefits policies, programs and initiatives across all three levels of government, TCBN’s next steps, local Downsview neighbourhood demographics data as well as additional appendix information with sources.

The TCBN’s ultimate goal is to continue ongoing negotiations with land owners and advocate for the inclusion of a formalized community benefits plan or agreement as part of each district phase of development in Downsview.

Acknowledgment

Thank you to the Metcalf Foundation for supporting this TCBN-led project. Our engagement, events, activities and vision report was made possible through the Metcalf Foundation Inclusive Local Economies program.

Thank you to the over 1500 local stakeholders, community members, community and grassroots organizations whose participation, feedback and overall engagement with our CBA for Downsview campaign have informed this vision report.

Thank you to the Downsview Community Benefits Committee made up of local stakeholders, community members and TCBN network members. Your input and perspectives have contributed to a shared community benefits vision for Downsview.

Special thanks to Social Planning Toronto who were integral in putting together the Downsview Local Catchment Area map as well as the accompanying demographics data that provides much needed context for not just ‘Downsview proper’, but also a significant amount of the surrounding communities, Neighbourhood Improvement Areas and Emerging Neighbourhoods as well.

And last, but most certainly not least, thank you to the TCBN network members and board of directors for all the work that they do to make TCBN’s goals in accomplishing community benefits agreements, inclusive local economies and decent work ensuring more equitable developments across the City of Toronto.



Rosemarie Powell



TCBN Introduction

We envision an equitable thriving city where the full diversity of its residents contributes to and benefits from its growth and development.



TCBN Mission

Acknowledging systemic and structural inequities experienced by Black indigenous and people of color communities within the construction industry, the Toronto Community Benefits Network negotiates and facilitates systems change through the advancement of Community Benefits through policy and practice.

TCBN Mandate

Support historically disadvantaged communities and equity deserving groups to build local power, to

articulate and advance their vision for community benefits during the infrastructure, planning and development phases, in areas such as workforce development, social procurement and neighbourhood and environmental improvements.

Ensure a community voice at the planning, decision making and oversight table, and clear commitments and accountability from all parties to deliver (implement, monitor, track, report and evaluate) the CBA.

TCBN’s overall objectives are as follows:

- Provide equitable economic opportunities that promote economic inclusion for all Toronto residents
- Contribute to the development of a system of training and workforce development programs that can enable economic inclusion
- Support social enterprises and diverse owned businesses to economic inclusion through commitments to social procurement
- Contribute to sustainable communities with neighbourhood and environmental improvements built through new infrastructure, housing and urban development projects.
- Ensure clear commitments and accountability from all parties to deliver on Community Benefits.

The Toronto Community Benefits Network has been involved in the negotiation of a number of different Community Benefits Agreements throughout the City of Toronto:

PROJECT: EGLINTON CROSSTOWN LRT



The first large scale infrastructure project in Ontario to include a Community Benefits Program (signed a Community Benefits Framework with Metrolinx in 2014).

Apprenticeships	260 placements
Professional, Administrative, Technical, & Service Positions	301 placements
Social Procurement	\$17.6 million
Neighbourhood & Environment	Restoration of the Kodak Building
Community Oversight	Community Benefits Working Group

PROJECT: FINCH WEST LRT



The Finch West LRT Project Agreement builds on the Community Benefits Framework that TCBN signed with Metrolinx in 2014.

Apprenticeships	460 placements
Professional, Administrative, Technical, & Service Positions	26 placements
Social Procurement	\$19.1 million
Neighbourhood & Environment	Designated MSF setback transferred to City for community use, investments in cycling infrastructure
Community Oversight	TCBN & Community Benefits Specialist

PROJECT: REXDALE CASINO WOODBINE



In 2018, The City of Toronto signed a community benefits agreement with One Toronto Gaming for the expansion of a casino facility, hotels, restaurants, retail stores, event venue and on-site training centre.

Apprenticeships	807 (29%) local placements 65 (2%) social placements
Professional, Administrative, Technical, & Service Positions	257 (8%) local placements 1,319 (42%) social placements
Social Procurement	\$92.3 million (34%)
Neighbourhood & Environment	\$5 million for childcare centre
Community Oversight	CBA Community Steering Committee

PROJECT: WEST PARK HEALTHCARE CENTRE



The Ontario government announced the revitalization of this space will include community benefits in 2017 (particularly new economic opportunities for local residents hailing from equity seeking groups).

Apprenticeships	14 placements
Professional, Administrative, Technical, & Service Positions	Enhance community awareness of employment opportunities
Social Procurement	Maximize business & procurement opportuniites
Neighbourhood & Environment	Goal of LEED®Silver certification or higher & expansion of outdoor therapeutic gardens
Community Oversight	TCBN

Downsview History

Indigenous groups such as the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples lived in the area before the arrival of Europeans in the 19th century

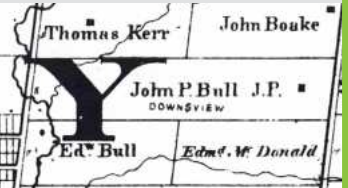


De Havilland would go on to become a pioneer in Canadian aviation, especially during World War II with the construction of planes such as the Mosquito fighter-bomber, 550 Tiger Moth and 362 Ansons for the Royal Canadian Air Forces.

When De Havilland aircraft moved their operations to the Downsview airfield, a charter was created to better represent the workers there which led to the formation of the Unifor Local 673 on January 27, 1954.

PRE-19TH 1842 1929 1939- 1945 1954 1960s

In 1842, Justice of the Peace John Perkins Bull named his house and farm “Downs View”.



Downsview is also home to a sizable black population. The 1960s saw significant amounts of Caribbean (largely Jamaican) immigration into Canada followed by other black populations who hailed from Africa.

In 1929, 70 acres of farmland along Sheppard Avenue West was purchased with the intention to build an airfield and manufacturing facility.



In 1962, De Havilland would launch Canada’s first spacecraft, the Alouette Satellite 1 (in collaboration with NASA).



Bombardier took ownership of the Downsview Airport Lands and the military base would officially close its doors.

1962 1974 1990s 2009 2018 2019 2024

The Canadian government would go on to buy De Havilland on May 27, 1974 which saw significant investment in their aircraft development projects such as the DASH 7 and DASH 8.



In 2018, Bombardier sold the Downsview property to the Public Sector Pension Investment Board and has made plans to move its operations to a new facility at Toronto Pearson International Airport.

Centennial College’s Bombardier Centre for Aerospace and Aviation opened.

Bombardier vacates the Downsview Airport Lands and transfers ownership to Northcrest Developments.

The Africentric Alternative School (Gr. JK-08) opened its doors on September 8, 2009 in response to a community request for more black educators and courses with the ultimate goal of better supporting and engaging black students.



Downsview and Surrounding Local Area

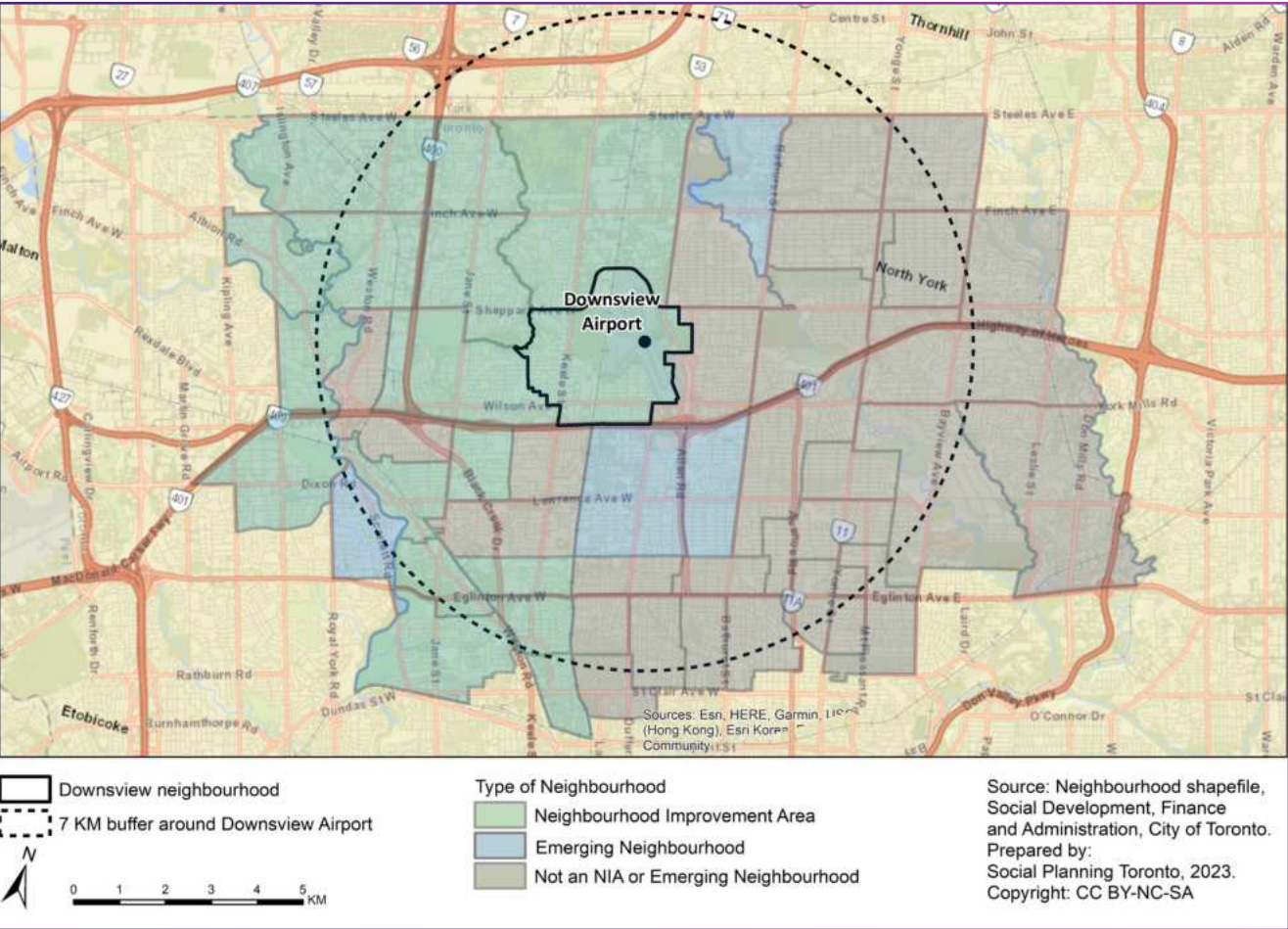


Fig. 1 highlights every neighbourhood that falls within the 7 km radius and includes all three classifications/colours in the legend

There are three designated colours for each neighbourhood classification:

- NIA - Neighbourhood Improvement Area (green)
- EN - Emerging Neighbourhood (blue)
- No classification - Not an NIA or Emerging Neighbourhood (gray)

The “Downsview Local Catchment Area” encompasses “Downsview proper”, which is comprised of Neighbourhood 155 (Downsview) and previously included Neighbourhood 154 (Oakdale-Beverly Heights) under the former designation Downsview-Roding-CFB, in addition to every neighbourhood that falls within the catchment area established by the 7 km buffer around the Downsview Airport.

Downsview Development Background

A significant amount of change is set to come about in Downsview with plans for a 30+ year large-scale redevelopment of the area. The Downsview Lands project consists of 15 districts.

The Draft Secondary Plan Area takes up 560 hectares of space. As a result

of these upcoming changes, the development is projected to bring:

- **52,000 jobs.**
- **63,000 mixed-use mid to high rise building units.**
- **An estimated population of 115,000 people.**

This proposal is being led by 4 landowners:

NORTHCREST DEVELOPMENTS



A subsidiary of the Public Pension Investment Board which funds the pension plans of the Royal Canadian Mounted Police, the Public Service, the Canadian Armed Forces and more. They manage the Downsview Airport/Hangar lands which totals to approximately 370 acres.

CANADA LANDS COMPANY



A federal agency that reports to and manages existing properties like the CN Tower, Downsview Park and the Montreal Science Centre as well as newer developments on behalf of the government. They manage 150 acres, specifically the Sheppard, Chesswood and Allen Lands (West).

CREATETO



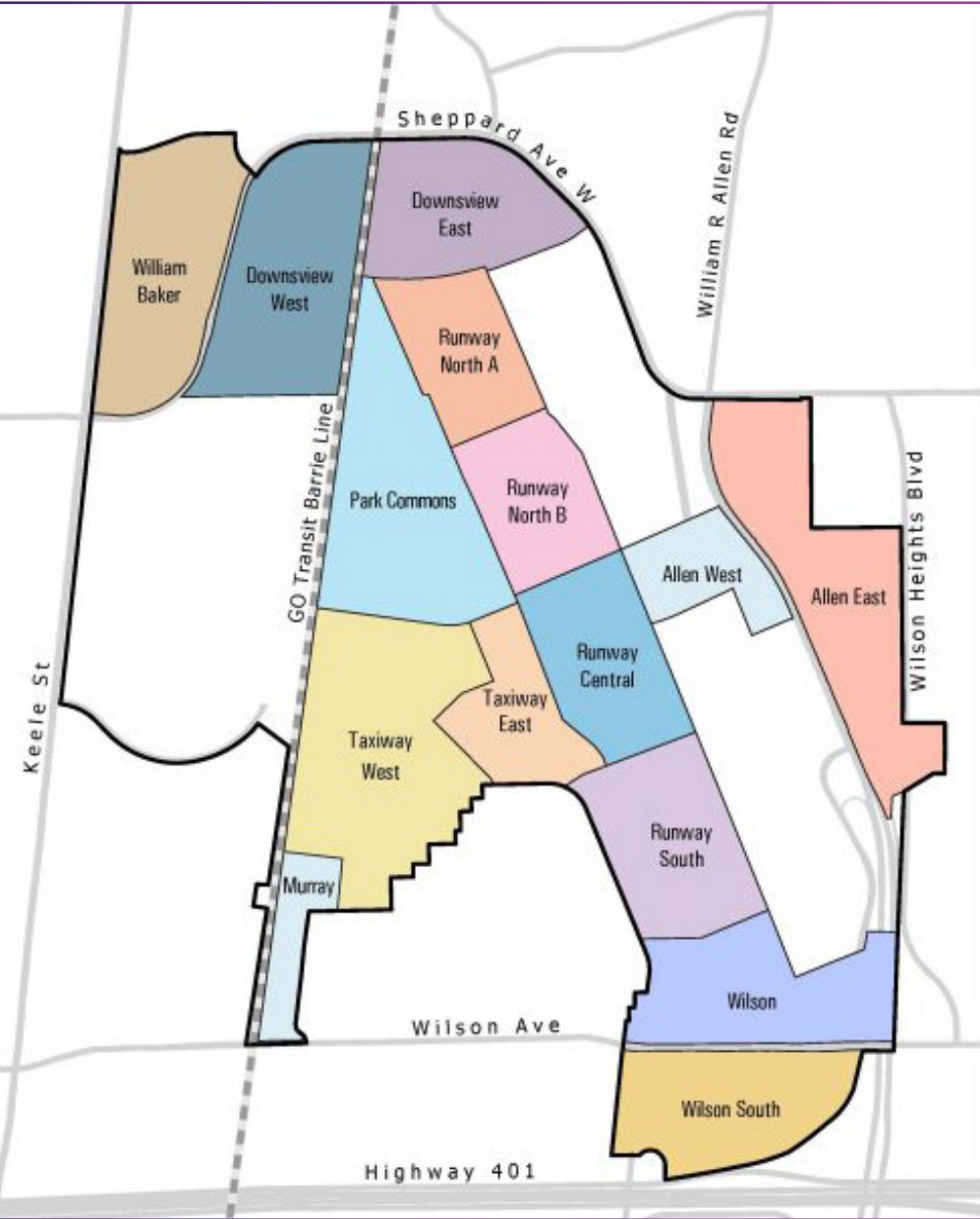
An agency founded by the City of Toronto in 2018 for the purpose of managing their municipal real estate portfolio. CreateTO oversees the Allen District (73 acres) and has been tasked with developing 57 acres of land in the Allen East district.

SMARTCENTRES



SmartCentres is a retail focused real estate investment trust. They manage the Wilson and Wilson South districts.

Downsview Development Background



Map of the Draft Secondary Plan Area, extending between Keele Street, Sheppard Avenue West, Wilson Heights Boulevard and Wilson Avenue. The 15 Districts include William Baker, Downsview West, Downsview East and Runway North A, Runway North B, Runway Central, Runway South, Allen West, Taxiway East and Park Commons, Wilson and Wilson South, Taxiway West and Murray and Allen East. (cited from City of Toronto)

CBA For Downsview Campaign



In the summer of 2021, TCBN launched its CBAforDownsview campaign with the goal of ensuring that a formalized Community Benefits Agreement is included as a part of each phase of development in Downsview. We envision Downsview as a thriving, inclusive, diverse, affordable and environmentally sustainable neighbourhood - a place where the

Downsview Lands development is accountable and committed to: equitable development that focuses on preventing displacement, creating good jobs and inclusive economic opportunities, and investing in social procurement, neighbourhood improvements and environmental sustainability that empowers the community.

Downsview Community Benefits Committee

In 2022, TCBN launched the Downsview Community Benefits Committee composed of local community members and organizations as well as TCBN member organizations from community, labour and social

enterprise sectors. The committee met on a monthly basis from February to June 2022 and the feedback from these fruitful discussions helped us to accurately identify Community Benefits priorities for Downsview.



The committee members and their corresponding affiliations/organizations are as follows:

- | | |
|--|---|
| <ul style="list-style-type: none">• Anna-Kay Brown (Resident)• Daisy H. (Resident)• Maria Speare (Community Member)• Rokhaya Gueye (Community Benefits Ambassador)• Chris Campbell (Carpenters 27)• Fabio Crespín (United Way Greater Toronto)• Merissa Preston (Liuna 506)• Brian Smith (Afro Canadian Contractors Association)• Emmay Mah, Kathryn Trait and Sarah Buchanan (Toronto Environmental Alliance) | <ul style="list-style-type: none">• Trudy-Ann Powell and Trevaun Douglas (Lawrence Heights Revitalization Coalition)• Sharon A. Simpson (Labour Community Services)• Susan McMurray (Toronto York Region Labour Council)• Diana Guzman (Our Greenway Conservancy)• Israt Ahmed and Melissa Wong (Social Planning Toronto)• Sahar Ghafouri (North York Harvest Food Bank) |
|--|---|

Key Priorities & Hard Targets

As part of the CBAforDownsview campaign, TCBN has engaged over 1,500 local stakeholders, community members, community and grassroots organizations whose participation, feedback and overall engagement with our CBAforDownsview campaign have informed this vision report.

Throughout this process, we were able to identify a number of community benefits priorities and targets as follows:

 Good jobs and Inclusive Local Economic Development	 Social Procurement and Inclusive Business Development	 Neighbourhood Improvements and Affordable Housing
 Environmental Protections and Sustainable Development	 Monitoring and Accountability	



Good jobs and Inclusive Local Economic Development

Good jobs and Inclusive Local Economic Development

Good jobs and inclusive approaches to local economic development are a consistent theme identified throughout TCBNs engagement on decent work. In the recent decade, Toronto’s economy has seen a significant shift from good, middle income jobs to low wage and precarious work.

Historically, Downsview has been home to good-paying jobs with over 2,200 unionized employees working at the DeHavilland and Bombardier Aerospace manufacturing facility. The facility was home to one of Canada’s leading centres of high-tech engineering and technological employment for more than 70 years. With the move of this manufacturing facility as a catalyst for the Downsview redevelopment, local residents and stakeholders have emphasized the importance of maintaining good jobs and decent work opportunities as part of the future development of districts, neighbourhoods and employment areas.

Current plans outline that 52,000 new jobs are projected to come to Downsview in the coming decades. However, what type of jobs, quality of jobs, whether a just transition approach will be made a priority, how Black, Indigenous and racialized peoples, especially local residents from Toronto’s low income communities will benefit from these new opportunities through equitable hiring have been raised as important questions and priorities in our engagement process.

In the 2021 Canadian Census, it was reported that close to 35% of Toronto residents made an after-tax income of less than \$30,000 a year, whereas an estimated 10% made an income of more than \$120,000.

CURRENT MIN WAGE
\$17.20/ hour

2023 LIVING WAGE
\$25.05/ hour

This shows a disturbing pattern of rising inequality and the loss of good middle-class jobs in Toronto. Additionally, jobs at the lower end of the income scale are increasingly likely to be precarious with the variability of hours, lack of security and fewer non-monetary benefits.

The Ontario Living Wage Network has calculated the living wage for the Greater Toronto Area at \$25.05 per hour (2023). The provincial minimum wage is currently set at \$17.20 per hour.

Findings from the 2023 Canadian Centre for Policy Alternatives report “Can’t Afford the Rent” highlights people living in the City of Toronto would need to earn \$40 an hour to afford a two-bedroom apartment and then still have money left over for food and utilities. For a one bedroom apartment they would need to earn close to \$34 an hour.

ALL DOWNSVIEW LANDOWNERS should seek opportunities to engage with employers, contractors, businesses and sectors that prioritize decent work, meaningful full time employment opportunities, good paying jobs and be committed to ensuring an inclusive workplace culture and workforce that reflects the rich diversity of people living in local communities and across the City of Toronto.

TCBN proposes the development of an Employment and Labour Market Plan that outlines how landowners intend to work with employers, partners and general contractors to meet employment projections and ensure good jobs. The plan should

also include a job quality standard and reporting system that can monitor, track and report on all employment in the Downsview area including the number of new employment opportunities created, average and median wages, full time work and other job quality indicators.

With the largest redevelopment area in Canada, Downsview has an opportunity to become a national leader and case study in just transitions, replacing good manufacturing careers with commitments to sustainable development, climate action and good green jobs. Just transitions can ensure that new development is good for the people, good for the economy and good for the environment. To achieve a vision for a just transition, it is imperative that Downsview landowners continuously engage local communities and work collaboratively and strategically with subject matter experts, employers, contractors, labour unions, training organisations and all levels of government as part of the planning process.



Good jobs and Inclusive Local Economic Development

Local Hiring

Local hiring is defined as a focused employment hiring strategy within a specific geographic area that ensures that residents most impacted by a development project can share in the economic opportunities from new investments and developments in the area.

LOCAL HIRING can also help to confront the negative experiences of residents who shared anecdotes of “postal code discrimination” as a barrier in accessing local employment opportunities, as well as ensure the multitude of diverse neighbouring low-income communities (i.e. Jane and Finch, Rexdale, Lawrence Heights, Little Jamaica etc.) who have historically made use of the amenities and services at Downsview, can continue to participate in new opportunities.

IN 2010, researcher David Hulchanski’s report “The Three Cities within Toronto: Income Polarization Among Toronto’s Neighbourhoods, 1970-2005” highlighted a devastating picture and trend of growing income segregation across the city, by neighbourhood. The research highlighted increased polarization of the city into wealthy neighbourhoods and greater numbers of disadvantaged neighbourhoods, as middle-income neighbourhoods disappear at a rapid pace. Many of these disadvantaged neighbourhoods have increased concentration in the City’s inner suburbs including north and west of the Downsview lands redevelopment area.

TODAY, Toronto’s Poverty Rate - CFLIM-AT (21.7%) ranks highest of all urban centres in Canada and compared to surrounding regions like Peel (around 18%), York (around 16%), Durham (around 13%), provincially (16.1%) and nationally (15.5%).

USING DATA OBTAINED FROM THE 2021 CENSUS, the TCBN worked with Social Planning Toronto to determine a local catchment area for Downsview as consisting of ‘Downsview proper’ (Neighbourhood 155) as well as other surrounding neighbourhoods that fall within the 7 km catchment around the Downsview Airport (see maps).

Downsview and Surrounding Local Area

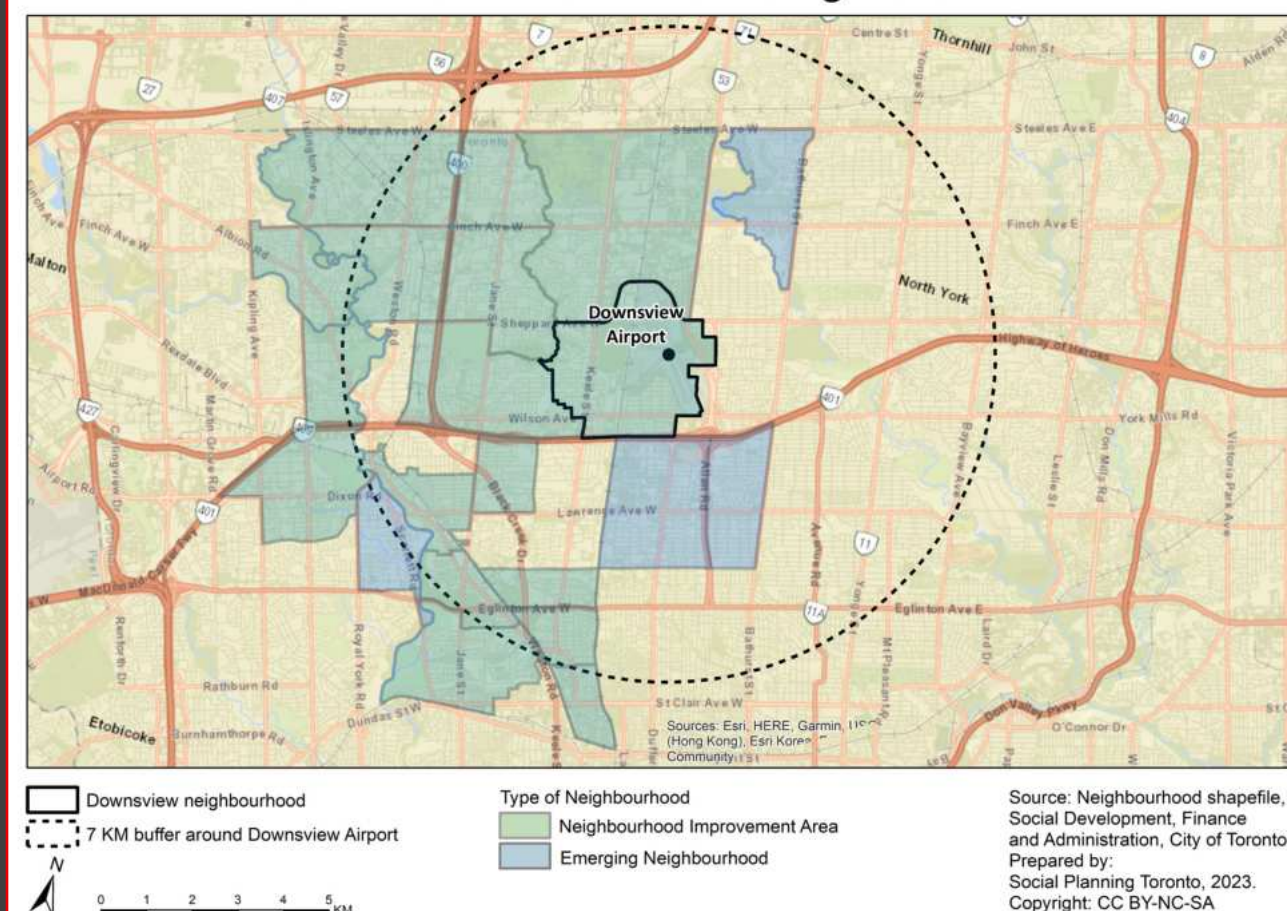


FIG. 2 highlights only the Neighbourhood Improvement Areas and Emerging Areas

IN 2014, the City of Toronto designated 31 neighbourhoods as Neighbourhood Improvement Areas (NIAs) under the Toronto Strong Neighbourhoods Strategy (2020). Based on various indicators of socio-economic need, NIAs are given priority status on public and private funding towards community development and sustainability.

According to the City of Toronto, the strategy “supports community well-being by partnering with residents, community agencies and businesses to invest in people, services, programs and facilities in NIAs. The strategy strengthens the social, economic and physical conditions and delivers local impact for city-wide change”.

Neighbourhood improvement areas that fall within the 7km local catchment area include:

Downsview	Weston
YORK UNIVERSITY HEIGHTS	RUSTIC
BLACK CREEK	MOUNT-DENNIS
HUMBER SUMMIT	BEECHBOROUGH-GREENBROOK
THISTLETOWN-BEAUMOND HEIGHTS	KEELESDALE- EGLINTON WEST
HUMBERMEDE	ROCKLIFFE-SMYTH
GLENFIELD-JANE HEIGHTS	WESTON-PELHAM PARK
OAKDALE-BEVERLY HEIGHTS	KINGSVIEW VILLAGE-WESTWAY
ELMS-OLD REXDALE	

The TCBN suggests a tiered approach to local hiring targets as part of a Community Benefits Agreement which includes:

- 20% local hiring target within a 7km radius of Downsview with a focus on Neighbourhood Improvement Areas and Emerging Neighbourhoods
- 50% City of Toronto hiring target with a focus on Neighbourhood Improvement Areas in Toronto and Emerging Neighbourhoods

A COMMUNITY BENEFITS PLAN should include a local hiring strategy that identifies how local hiring targets will be met for each catchment area including community outreach, engagement and employment readiness in neighbourhood improvement areas and emerging neighbourhoods.



Good jobs and Inclusive Local Economic Development

Equitable Hiring

Recognizing and valuing diversity and equity must be accompanied by concerted efforts to ensure the inclusion of Black, Indigenous, diverse and underrepresented populations in the workforce of each phase of development at Downsview.

The TCBN proposes a 50% equitable hiring target be established as part of a Community Benefits Agreement and plan to deliver on community benefits at Downsview.

Workforce opportunities should include positions in the interim uses, planning, construction and development and long term opportunities in management, operations, hospitality, services, maintenance and more.

An equitable hiring approach requires an understanding of the inequities, biases, systemic barriers in employer policies, hiring processes and workplace culture and environments that lead to racism, ableism, sexism and/or discrimination.

Systemic racism is often caused by hidden institutional biases in policies, practices and processes that privilege or disadvantage certain groups of people. It can be the result of doing things the way they have always been done without considering how they affect particular groups differently.

During our engagement process, participants highlighted that many individuals have multiple social, economic, racial or sexual identities and often face increased discrimination or systematic barriers based on their intersecting identities.



Similarly to the City of Toronto, Downsview and the surrounding local area is a very diverse area with 55.1% of the population identifying as a member of a Black or racialized group. **The top five visible minority groups in the Downsview area: Black (11.6%), Filipino (8.2%), Chinese (8.2%), South Asian (7.3%) and Latin American (5.4%).**

KEY RECOMMENDATIONS

1. All landowners should ensure each development project at Downsview commits to a minimum target of 10% of all trades and craft working hours on a trade-by-trade basis to be performed by apprentices from Black, Indigenous and equity deserving groups.
2. Convening a Community Benefits Working Group table with a subgroup focused on apprenticeship and workforce planning, labour projection and trades schedules, training programs/initiatives, monitoring and evaluation, local community outreach, engagement and recruitment
3. Support from governments, foundations and landowners for programs and activities including coordination, implementation, monitoring and evaluation of Community Benefits Agreements and Community Benefits plans and training.

KEY ELEMENTS TO A COMMUNITY BENEFITS PLAN INCLUDE:

- 

Partnership with a Community Benefits Intermediary to support with **plan development and implementation activities**
- 

Developing **partnerships and/or collaborations with local training and service providers** like local employment organizations, nonprofits, colleges, universities, pre-apprenticeship training, unions training centres etc.
- 

Identifying an internal Community Benefits Liaison to **support coordination** with the Community Benefits Intermediary, employers, unions, employment and training partners
- 

Sector based strategies i.e skilled trades, construction PAT, planning, design, building operations, maintenance, long term opportunities
- 

Outreach and promotions in **targeted neighbourhoods** in a tiered approach (local, City-wide)
- 

Monitoring and community oversight through quarterly community benefits working group meetings. Working group participants can include an equitable representations of employment and training providers, unions, community organizations, institutions, foundations, government and local residents
- 

Supporting and **funding training and employment readiness initiatives**
- 

Developing employee **retention and promotion initiatives**

THE 2023 ONTARIO CHAMBER COMMERCE’S ECONOMIC REPORT outlines that 53% of organizations responding to their survey are currently facing a shortage and 68% say their sector is currently facing one. These talent gaps are driven by wide ranging factors including an “aging population, immigration backlogs, and increased demand for skilled trades labour to support housing and other infrastructure development projects.”

THE REPORT ALSO NOTES “A strong workforce is an inclusive one. Policymakers, post-secondary institutions, and employers each have a role to play in alleviating barriers to labour market participation for equity-deserving groups – including Indigenous peoples, persons with disabilities, women, visible minorities, lower-income, and 2SLGBTQIA+ individuals.”



Good jobs and Inclusive Local Economic Development

An Equitable Approach to Local Construction Sector Pathways

With the long term development of Downsview over the next 30 years, Community Benefits Agreements and plans can enable local and equitable pathways into well paying careers including apprenticeship training, labourers, journeypersons, professional, administrative and technical positions in the construction sector.

Since 2015, the TCBN community-labour network has facilitated career opportunities for over 2,500 individuals in the construction and skilled trades sector, working in partnership with construction unions, project owners and general contractors, contractors associations and social enterprises some who have been recognized for their leadership in equity, diversity, inclusion and belonging at the national Building Diversity Awards.

TCBNs unique model emphasizes partnership, coordination and collaboration with member organizations, community partners and service providers in addition to TCBN-led programs like Ready to Build and NexGen Builders that have deep engagement and reach in neighbourhoods across the city. Such initiatives have helped to increase awareness of construction sector careers at the community level, support individuals with career exploration and job readiness, help meet employers’ needs amidst labour shortages while diversifying the sector and strengthening the local economy by building community wealth.

Bargaining for the Common Good

TCBNs foundational roots as a community-labour coalition has been essential in collaborating with unions and employers to create good jobs and coordinate local pathways for underrepresented groups into pre-apprenticeship and apprenticeship training opportunities. We applaud the efforts of these construction unions, union leaders and members who have welcomed and championed the community benefits model. Such efforts have led to more community and labour involvement in workforce planning and the development, monitoring and oversight of apprenticeship and community benefits plans which have contributed to a more diverse construction workforce on projects across Toronto.

The TCBN membership includes of 10 of the largest construction unions in Toronto including:

- Carpenters Union Local 27
- Drywall Acoustic Lathing & Insulation Local 675
- Heat & Frost Insulators Local 95
- International Brotherhood of Electrical Workers Local 353
- International Union of Operating Engineers, Local 793
- Ironworkers Local 721
- LiUNA Local Union 506
- LiUNA Local 183 Training Centre
- Sheet Metal Workers’ & Roofers’ Local Union 30
- The Society of United Professionals, Local 160

In 2019, community and labour stood together to urge City Council to opt out of Bill 66 and protect good jobs in the City of Toronto, noting the positive impact of the community benefits approach and the benefits it brings to communities across the City. Such commitments have led to construction unions like LIUNA Local 506 and Carpenters Local 27 including a Letter of Understanding in its collective agreements that support the City of Toronto Community Benefits Framework.



Good jobs and Inclusive Local Economic Development

Coordinating Equitable Pathways Into Skilled Trades And Apprenticeships

Setting up for Success - Reducing Barriers to Participation

Over the past five years, there have been significant investments, programs and initiatives from all levels of government to promote the construction and skilled trades and apprenticeship training. While we applaud and support such efforts, it is critical to ensure investments in training lead to opportunities and pathways into well paying jobs on projects especially amongst Indigenous and Black youth and women who continue to face barriers in accessing opportunities and work hours to complete their apprenticeships. The TCBN is well positioned as a local Black led organization to work with government, labour and community partners to develop robust programs and initiatives that connect local community members including Black and Indigenous youth and women with opportunities at Downsview. The TCBN is seeking at least 20,000 sq ft. of space at Downsview to support such activities.

Fostering Welcoming Workplaces and Inclusive Communities

In recent years, incidents and acts of hate, discrimination, racism and bigotry have occurred on construction sites in Toronto. This includes nooses that were strategically placed as racially motivated incidents targeting black workers on at least 4 different construction sites between 2020 and 2021.

In response, construction unions have organized solidarity actions with community groups like Community Solidarity Against Racism in Construction (CSARC), educational events with the TCBN and have publicly called out such despicable incidents of anti-black racism. In March 2021, the City of Toronto, construction unions and general contractors signed a Declaration of Inclusive Workplaces and Communities which commits to standing up for the rights and dignity of all in order to promote inclusive, equitable, safe and respectful workplaces and communities.

CASE STUDY: SOCIAL RETURN ON INVESTMENT

In 2021, the TCBN commissioned a study on the social return on investment of the Metrolinx Eglinton Crosstown LRT community benefits program, the first of its kind in Ontario. The study was completed by economist Stephanie Robertson, Founder & CEO of SiMPACT Strategy Group, and Board Chair of Social Value Canada.

The study focused specifically on the construction and skilled trades area of the community benefits program including carpenters, plumbers, operating engineers and electricians and measured the economic, emotional and physical benefits for the individuals and employers.

KEY RECOMMENDATIONS

- 1. We propose a minimum of 20,000sq ft. of space in Downsview for a skilled trades training centre that will be developed in partnership with TCBN community and labour partners
- 2. Each phase development should include an Apprenticeship Plan, developed in collaboration with project contractors, unions and community benefits experts including TCBN
- 3. All landowners, development partners, general contractors and employers must have publicly accessible anti-racism policies and strategies, initiatives and programs that support equity, diversity, inclusion and belonging in the workplace

THE STUDY UNVEILED:

574
574 people are more able to engage in their communities: economically, socially, financially

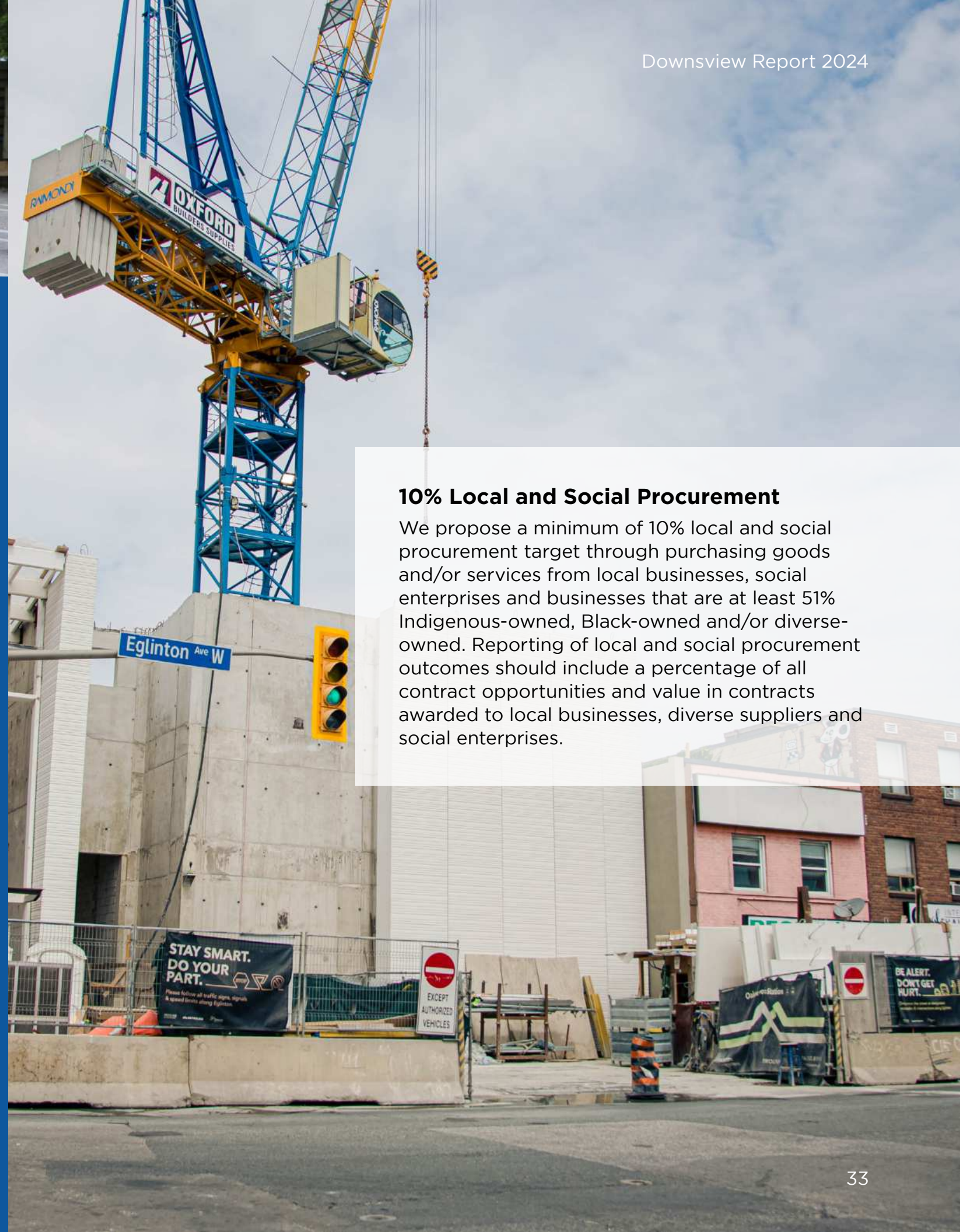
\$7.6M
\$7.6M Increased discretionary income will circulate through priority neighbourhoods: (calculated in the more conservative manner possible)

\$32M
\$32M new money invested into local priority neighbourhoods. People will save, spend, and invest in education, local home improvements etc.

\$11.8M
\$11.8M Expenditure will have a ripple effect as a local economic multiplier



According to the Canadian Apprenticeship Forum 2021 report, Ontario will likely require approximately 88,960 new certified journeypersons over the next decade to keep pace with economic growth and rising retirements, two-thirds of which will be concentrated in the top 15 Red Seal trades. This will necessitate attracting more than 296,350 new apprentices in more than 50 Red Seal trades.



Social Procurement and Inclusive Business Development

Social procurement and inclusive business development opportunities were highlighted as important priorities during our engagement phase. Affordable commercial retail spaces were also identified as important elements to include in the development plan.

Local and Social Procurement

Local procurement is defined as purchasing of goods or services from a local business that is within a local catchment area. Social procurement is defined as when organizations use their purchasing of services and goods towards generating positive social and equity outcomes. Social procurement can include purchasing from:

1. A business that is at least 51% Indigenous-owned, Black-owned and/or diverse-owned
2. A social enterprise or social purpose organization

In recent years, many governments, large organizations, institutions and businesses have adopted social procurement and supply chain diversity policies taking proactive steps to engage diverse suppliers as vendors in the supply chain and incorporating social value criteria in the procurement process.

LOCAL AND SOCIAL PROCUREMENT can be achieved through the development of a Local and Social Procurement Plan that outlines how landowners, contractors and employers will meet its targets through outreach and engagement with local business improvement areas, cultural business organizations, diverse supplier councils and/or non profits organizations supporting social enterprise development and certification. Sector-focused strategies and approaches should also be included in the plan.

10% Local and Social Procurement

We propose a minimum of 10% local and social procurement target through purchasing goods and/or services from local businesses, social enterprises and businesses that are at least 51% Indigenous-owned, Black-owned and/or diverse-owned. Reporting of local and social procurement outcomes should include a percentage of all contract opportunities and value in contracts awarded to local businesses, diverse suppliers and social enterprises.



Social Procurement and Inclusive Business Development

Affordable Commercial Spaces and Business Development

Currently, Downsview is home to Ontario’s largest market, the Downsview Park Merchants’ Market which includes a farmer’s market, retail spaces for small vendors and a food court offering diverse foods from across the globe. It is also home to faith institutions and community organizations like the Rhema Community Foundation that strives to invest in long-term and sustainable change that focuses on health and well-being, human settlement, and families.

IN THE PAST, many redevelopment projects have led to the gradual erasure of the small businesses, non profits, community services and community organizations and replaced with corporate and chain businesses that have no previous attachment to the area. Such new businesses also tend to cater to higher income populations.

AFFORDABLE COMMERCIAL AND RETAIL SPACES are typically defined as spaces that are used for community, professional or business related activities/purposes at below market rates.

Maintaining these affordable spaces can ensure that non profits, small businesses and vendors can continue to afford to stay, deliver services, programs and businesses can keep prices affordable for customers. Affordable rates can be set in lease agreements, head lease agreements or customized with each tenant. Affordability should be set at least 25% below market rates and annual rent increases should be capped at the rate of inflation. Currently, there are no limits on rent increases in the provincial Commercial Tenancies Act.



During our engagement, it was highlighted that it’s not simply about these spaces being “affordable”, but also the need for a mix of large, medium and micro retail opportunities for nonprofits, community organizations, small and medium businesses and social enterprises. Community informed, equitable approaches to business development opportunities that prioritize Indigenous owned and Black owned businesses, social enterprises and organizations were also highlighted as an important priority.

Each phase of development at Downsview should ensure at least 70,000 square feet of non residential gross floor area to be dedicated at affordable rates. Such spaces could accommodate non profits, child care, community, cultural and arts programming, business development and/or micro-retail opportunities for small businesses and social enterprises. Funding resources should also be allocated equitably to support business development, social enterprise development, arts and culture initiatives.



Public Recreation and Community Centres, Child Care, Schools and Public Parks

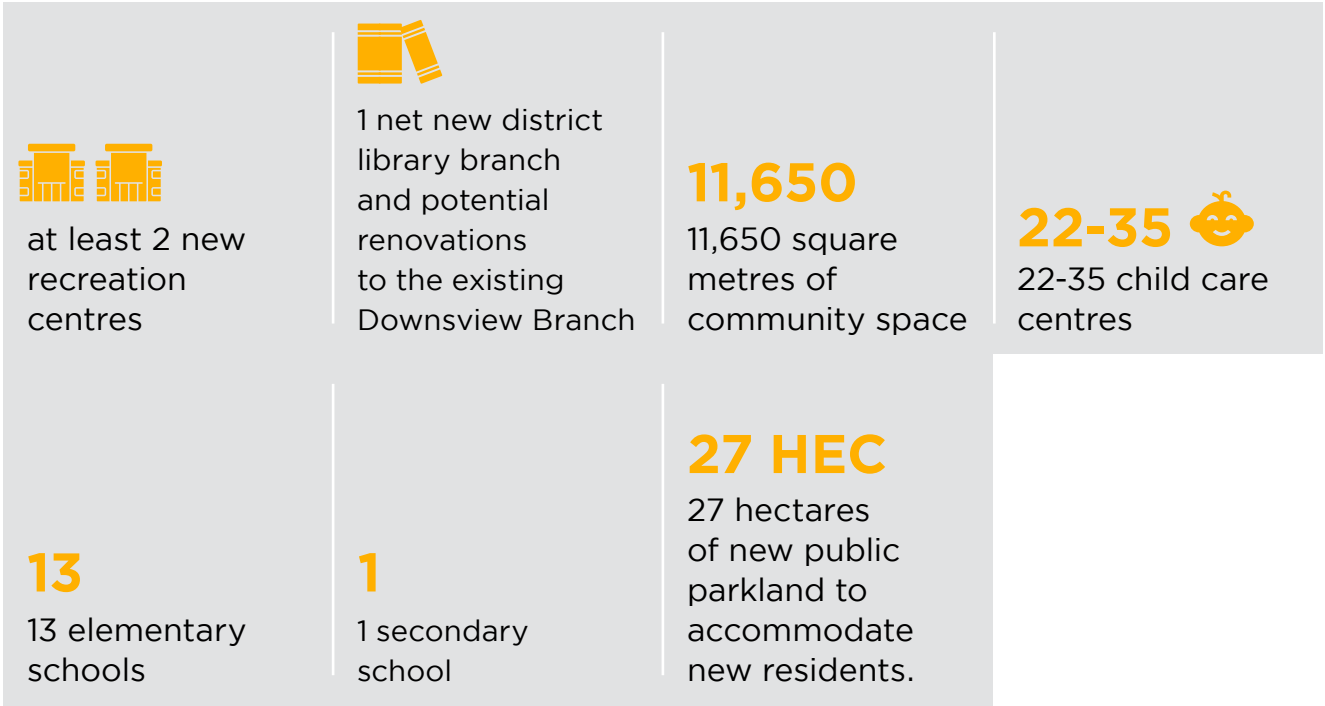
Public community centres, recreation spaces, libraries, child care centres, schools and public parks all contribute to healthy, thriving, and complete communities. During TCBNs engagement, these priorities were identified as being important and essential to the redevelopment of the Downsview area.

Of note, such spaces and social infrastructure were identified as an opportunity to serve both new residents and adjacent communities who could benefit from such investments and support social cohesion. Many suggestions included prioritizing the development of these spaces and facilities upfront, as part of early phases of development at Downsview.

DOWNSVIEW CURRENTLY HAS:



THE UPDATE DOWNSVIEW SECONDARY PLAN PROPOSES THE CONSTRUCTION OF:



Neighbourhood Improvements

Neighbourhood Improvements

ONTARIO'S GROWTH PLAN promotes the development of complete communities where people can live, work, shop and access services in close proximity. The Growth Plan requires municipalities to plan for a mix of housing types, land uses, employment opportunities and an urban form that supports walking, cycling and transit.

It is projected that Downsview will have 110,00 new residents over the course of the projected 30 year development. A big question that was identified as part of our engagement was how redevelopment of the area could improve public and community services, employment, community programming, child care, social development and amenities to not only accommodate new residents, but also for residents in the surrounding areas which encompasses many Emerging Neighbourhoods (ENs) and Neighbourhood Improvement Areas (NIAs).

THE TORONTO ACTION PLAN to Confront Anti-Black Racism found that Black residents often experience a 'service desert' in the neighbourhoods they live in, and recommends improving the quality of health, community, and recreational services in neighbourhoods with high proportions of Black residents (City of Toronto, 2017). The action plan also suggests increasing funding to Black community organizations, expanding models of Blackled health and community services to under-served neighbourhoods, and regularly engaging with diverse Black residents on how to expand and improve recreational programming and facilities.



Neighbourhood Improvements

Child Care

Many participants emphasized the importance and popularity with the Canada-wide Early Learning and Child Care \$10 a day program, however, fear that spots may be limited due to lack of space or local providers.

The sector as a whole has been faced with rising operational costs due to inflation which has contributed to child care centres across Ontario to potentially face closures and risk pulling out of the program entirely. Some major issues of note have been relatively low wages for workers in the sector and ongoing workforce shortage as a result of the province's lack of funding to help raise wages for early childhood educators in an effort to retain them and meet the increased demand for their services.

ENSURING PUBLIC SPACES for new child care centres as part of each district plan is an important step to ensure targets for new child care spaces at Downsview are met. Child care can also accommodate the needs of workers during the near term for construction workers and in the long term, providing incentives for workers in the area. A continued barrier for construction and hospitality workers is access to early morning and late evening childcare options.



Neighbourhood Improvements

Accessibility and Aging in Place

Aging in place means having the health and social supports and services you need to live safely and independently in your home or your community for as long as you wish and are able.

Through our engagement with local groups including the York Centre Seniors Steering Committee, age-friendly communities have been identified as important as they can provide seniors with access to essential supports and services such as shopping, health care providers and recreational activities.

This is important to note because Toronto's northwest has been historically described as a primary care 'desert' due to a lack of available primary care physicians who are equipped to deal with the overwhelming need in the community.

Buildings and unit design should also incorporate the needs of end users to ensure inclusivity and accessibility for all. According to Statistics Canada, in 2017, 22% of Canadians aged 15 years and over identified as having one or more disabilities and more than half (55.8 percent) reported having a physical disability. Among those with physical disabilities, 44.9 percent required at least one type of aid or assistive device or an accessibility feature within their home, including ramps, a walk-in bath or shower, a lift device or elevator, lowered counters, or automatic doors.



Neighbourhood Improvements

Food Justice

Rates of food insecurity have seen a dramatic increase amongst Canadians, largely due to the rising cost of essentials as a result of record inflation levels. According to the HungerCount (the Food Bank of Canada's annual report documenting food bank usage): 18.4% of people in Canada are living in food insecure-households, there were 1.9 million food bank visits in March 2023 alone — a 32% increase from 2022 and over 78% increase from 2019, one third of food bank clients are children, the main source of income for 42.4% of food bank clients is provincial social assistance and 26.6% of food bank clients are newcomers to Canada who have been in the country for 10 years or less.

Founded in 1986, North York Harvest has evolved from a volunteer based organization to the primary food bank in northern Toronto which distributes food to more than 25,000 people each month. They also run the Leadership in Logistics employment-based warehousing program (in partnership with the Learning Enrichment Foundation and Canadian Tire) and operate four community food spaces in the North York and Etobicoke areas. According to North York Harvest's 2023 Who's Hungry report done in collaboration with Daily Bread Food Bank, 1 in 10 people in Toronto are now relying on food banks (a figure that's gone up from the previous year's 1 in 20 people) and the fastest growing group to access them are aged 19-44.

DUE TO THE INCREASED NEED FOR FOOD DISTRIBUTION, THE NORTH YORK HARVEST FOOD BANK HAS OUTGROWN ITS ORIGINAL LOCATION IN MOUNT DENNIS AND IS CURRENTLY LOOKING TO SECURE A NEW SPACE IN THE DOWNSVIEW AREA, HOWEVER THE LACK OF AFFORDABILITY AND RISING COMMERCIAL RENTS HAVE PROVEN TO BE A CHALLENGE.

According to the Canadian Community Health Survey (2021), 36.6% of Black Canadian children are food insecure in comparison to 12% of white Canadian children and more than a quarter of black Canadian households in Toronto are food insecure, accounting for 300,000 children (A Blueprint for Black Food Sovereignty in Toronto, 2022).

The Toronto Black Farmers & Growers Collective is a local organization who are leading food justice programs in Downsview. Founded in 2013 by Jaqueline Dwyer and Noel Livingston, the collective is based out of Downsview Park and focuses on promoting food justice and self-reliance through teaching their members, many of whom are of Black, Caribbean and African descent, how to overcome systemic barriers through farming, gardening, growing healthy foods and managing acres of land in an environmentally sustainable manner.

According to the findings outlined in the Who's Hungry report, systemic racism contributes to the deep inequities of food insecurity in Canada, with Black and indigenous households being 3.56 and 3-5 times more likely to be food insecure (respectively) than white households as well as an overrepresentation of racialized communities among food bank clients (particularly Black, Arab/Middle Eastern/West Asian and Latin American clients). The disproportionate imbalance is even more stark when considering that although white survey respondents had higher rates of food insecurity than any other racialized group, two thirds (66%) of black survey respondents had missed a meal in order to cover another expense. These figures and statistics provide much needed context for the important work that the Toronto Black Farmers & Growers Collective lead in Downsview and would like to ensure land is dedicated to continue and expand the organization's vision.

The City of Toronto announced a five year Black Food Sovereignty Plan in October 2021 to address chronic food insecurity and anti-black racism. This community-led and municipally supported initiative is focused on achieving three main objectives:

-  Develop City-supported, Black-led initiatives dedicated to addressing food insecurity issues that disproportionately impact Black communities.
-  Identify and establish sustained supports and funding for Black-led, Black-serving, and Black-mandated food organizations and Black food sovereignty community infrastructure.
-  Engage, align, and leverage new and existing City strategies and initiatives to advance systems change and shared goals to realize Black food sovereignty outcomes in neighbourhoods with high Black populations.



Neighbourhood Improvements

Affordable Housing

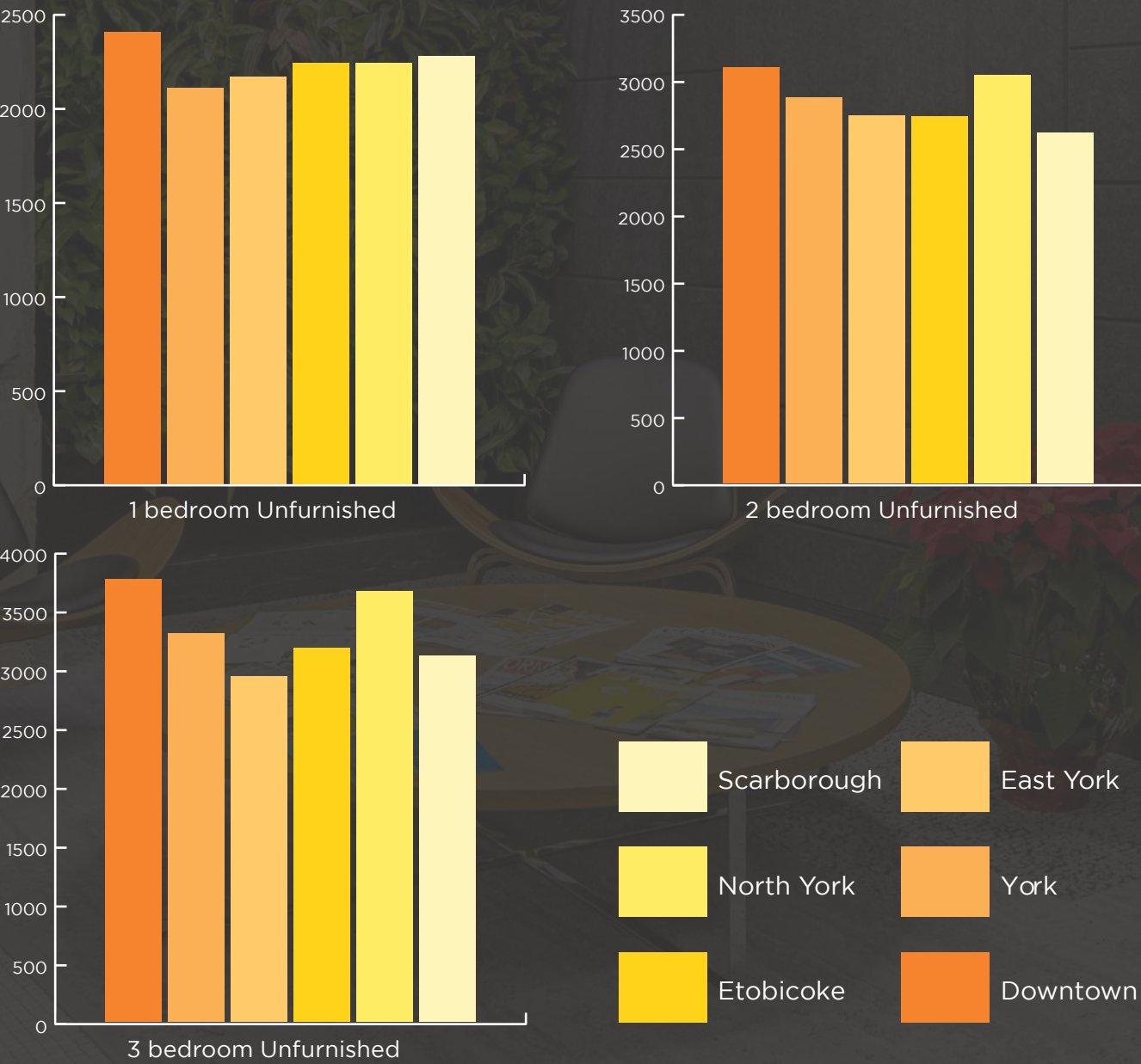
During our community engagement, affordable housing and particularly deeply affordable housing was identified as the most important priority. TCBN have hosted a number of affordable housing events in partnership with ACORN York West Chapter, a national organization of low- and moderate-income tenants which brought together local community members, local organizations and TCBN community and labour members.



These targets can be achieved through strategic partnerships with developers who have a track record of building affordable housing, public housing entities, non-profit and cooperative housing providers and/or community land trusts.

ACCORDING TO THE 2021 CENSUS DATA, one in three of Toronto’s homeowner and renter households experienced affordability issues and almost one in five Toronto households were in core housing need that identifies households that were in need of some form of housing assistance.

THIS IS DUE TO HOUSING PRICES IN TORONTO which have soared over the last decade which has also impacted housing rental prices. According to Canadian real estate franchisor Royal LePage, the current average price of a house via MLS (Multiple Listing Service) real estate is listed at \$1,252,101. The average monthly rent for an unfurnished 1 bedroom unit is \$2,220 according to Liv Rent’s August 2024 report.



With the planned 30 year redevelopment of the Downsview area projected to be the largest in North America and of which includes public ownership, there is a significant opportunity to build housing that meets the needs of Toronto’s residents including those who are on low to moderate incomes.

The City of Toronto’s Housing Action Plan 2022-2026 (Housing Action Plan) is focused on enabling both market, non-market and mixed income housing production in order to achieve or exceed the provincial housing target of 285,000 new homes over the next 10 years. The City’s current target seeks to achieve 65,000 rent-controlled homes comprising 6,500 RGI, 41,000 affordable rental and 17,500 rent-controlled market homes.

Affordable Housing

Housing where the total monthly shelter cost (gross monthly rent, inclusive of utilities for heat, hydro, hot water and water) is at or below the lesser of one times the average City of Toronto rent, by dwelling unit type, as reported annually by the Canada Mortgage and Housing Corporation (CMHC), or 30% of the before-tax monthly income of renter.

Co-op Housing

Is typically defined as member controlled housing where rather than a landlord, residents are the ones in charge and annually elect a board of directors who regularly vote on major decisions that pertain to the co-op. Co-ops also have market and subsidized units available, the latter of which often requires joining a waitlist in order to obtain.

Affordable Ownership

Is defined as housing where the purchase price is at or below an amount where the total monthly shelter cost (mortgage principal and interest plus property taxes calculated on a monthly basis based on the purchase price, and standard condominium fees) is affordable, based on paying no more than 30% of before-tax monthly income according to the City of Toronto.

Rent Geared to Income Housing

RGI rent being set at 30% of a household's Adjusted Family Net Income (AFNI) according to the City of Toronto. In order to be eligible, all members of said household must be either a Canadian citizen, a refugee claimant, a permanent resident or have an active application for permanent residence status according to the Toronto Community Housing Corporation (TCHC)

Community Land Trusts

Is defined as a non-profit corporation that owns land on behalf of a community. Land trusts serve as a long-term steward of land for affordable housing, community gardens, civic buildings, commercial spaces and other community assets on behalf of a community



Environmental Protections and Sustainable Development

Environmental Protections and Sustainable Development

Downsview Park Urban Forest which encompasses 18 hectares of forest land was created with the intention of creating a more robust forest cover and variety of vegetation in the Downsview area. Today, the forest contains a collection of black locust, silver maple and walnut trees. Some of the trees may have been originally planted by Indigenous Peoples, as the lands that now make up Downsview Park were at various times part of the Wendat, Haudenosaunee, and Mississauga territories.

For years, local community advocates including the Downsview Lands Community Voice Association have organized against the development of the urban park space at Downsview and to preserve important heritage sites. During our engagement, community residents and groups emphasized the importance of preserving this urban park forest, citing the opportunity for a “High Park North” as a model for maintaining and enhancing green and park spaces in the area.

Many studies and reports have highlighted the intrinsic connection between quality of life and green spaces that ultimately contributes to people’s overall mental and physical well-being.

In addition, community organizations and groups like the Toronto Black Farmers & Growers Collective who continue to use this green space at Downsview would like to see such spaces preserved and enhanced to support local food justice programs, education and initiatives.

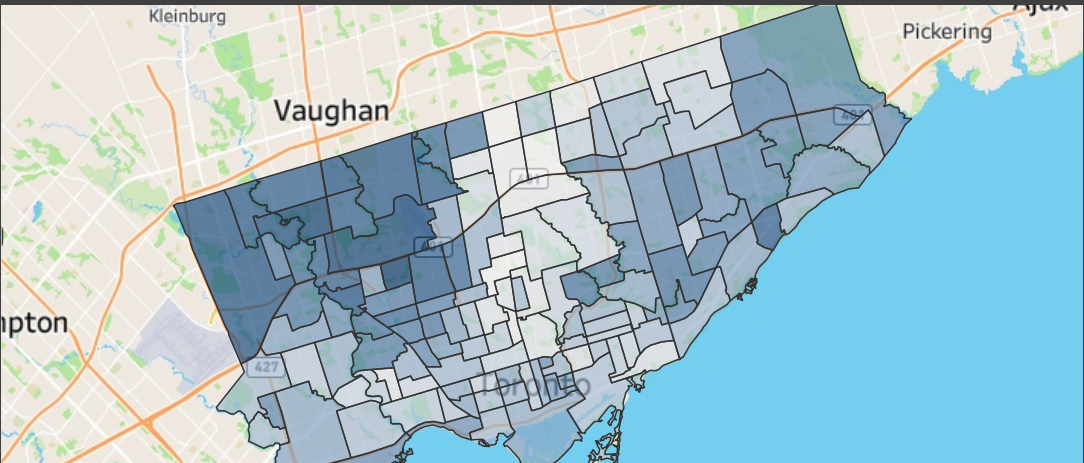


Environmental Protections and Sustainable Development

COVID-19 and Disproportionate Impacts in Toronto’s Northwest

According to the City of Toronto’s Map of Cumulative COVID-19 Rates by Neighbourhood, the following is an example of communities in the Toronto northwest (particularly the areas in immediate proximity to Downsview) that experienced the highest number of COVID-19 cases from January 21, 2020 to February 18, 2022.

Maple Leaf	19,385 cases
Humbermede	18,482 cases
Thistletown-Beaumont Height	17,365 cases
Black Creek	16,704 cases
York University Heights	16,203 cases
Yorkdale-Glen Park	15,921 cases
Bathurst Manor	15,807 cases
Glenfield-Jane Heights	15,657 cases





Environmental Protections and Sustainable Development

Sustainable Development and Just Transition at Downsview

As part of TCBN's community engagement, the TCBN co-hosted a Downsview climate action workshop in partnership with the Toronto Environmental Alliance. The event convened community members, community groups and organizations, climate justice advocates and TCBN members for discussion on the future of sustainable development at Downsview.

During the workshop, participants highlighted the necessity of achieving a net-zero community and sustainable development that supports a 'just transition' for jobs and careers. Four key themes identified include:

- Parks and Green Spaces
- Buildings and Built Environment
- Mobility and Transit
- Co-Benefits and Green Jobs



Parks and Green Spaces

- Maintain existing green spaces, create green spaces in suitable areas, more trees, ponds, gazebos and garden spaces, water fountains, climate and habitat for animals to thrive.
- Partner with local schools and educational institutions like York University on green initiatives
- Connect with local elected officials representatives to help ensure collaboration opportunities and ensure commitments are included in each district plan before building permits, reserve and enhance green spaces in each phase, etc.
- Protect and preserve nature + environment and biodiversity (a new High Park as a standard)

Buildings and Built Environment

- Infrastructure: district heating and cooling
- Sustainability (net zero community)
- Green buildings, green roofs, walls, etc.
- Build a green system from the ground (i.e. sewer, district energy)
- Highest possible Toronto Green Standard
- Sustainable materials and developing a local green economy
- Exceed the city's emission performance standards
- Ensure everyone has access clean air which is important for health

Mobility and Transit

- Create dedicated bus lanes on Jane Street, Wilson Avenue and other main roads in the area
- Better cycling infrastructure including bike lanes and pedestrian friendly areas
- More bike share stations, Presto Fare integrated with bike share cost
- Support neighbourhood interconnectivity through mobility infrastructure and micro mobility initiatives within the area and with surrounding neighbourhoods

Mobility and Transit

- Ensure a electric vehicle charging station at each parking spot
- Ensure Sheppard subway extension past Sheppard West towards Pearson Airport

Co-Benefits and Green Jobs

- Local communities should have access to jobs that come into the community
- Ensure a just transition and sustainable development as part of the project cycle (design, pre-construction, procurement, construction and owner occupancy)
- Youth Climate Corp (YCC) is important way to encourage youth into participating in climate action initiatives
- The government should fund new green job opportunities

THE CITY OF TORONTO’S TARGET is to reduce greenhouse gas emissions and achieve net-zero status by 2040 while the federal government is looking to meet its Paris Agreement goals of reducing emissions by 40-50% by 2030 as well as maintaining a commitment to reach net-zero emissions by 2050 alongside over 120 countries (Government of Canada, 2024).

According to the City’s Update on Implementation of Net Zero Existing Buildings Strategy and the City’s Authority to Enact Mandatory Emissions Performance Requirements for Existing Buildings report, Toronto’s largest source of greenhouse gas emissions are buildings, accounting for approximately **58% OF TOTAL COMMUNITY-WIDE EMISSIONS**. A major reason for this has to do with natural gas usage for heating in residential buildings.

Similarly, a recent 2023 report by the UN environment programme identifies the buildings and construction sector as the largest emitter of greenhouse gases, accounting for **37% OF GLOBAL EMISSIONS** (production and use of materials such as cement, steel, and aluminum have a significant carbon footprint).

A number of factors including energy, materials, procurement and design need to be considered in order to construct a new sustainable district at Downsview. Additionally, some specific elements that would make a new neighbourhood at Downsview sustainable are extreme weather and flood prevention measures, sustainable transportation, green jobs and a green economy.



Monitoring and Accountability

Monitoring and Accountability

DURING OUR ENGAGEMENT, many participants emphasized the importance of continued community involvement and participation in the planning and development process at Downsview as well as for future CBAs. In addition, strong mechanisms for ensuring accountability and transparency were outlined, noting previous experiences of large scale city building projects which have fallen short of meeting promises made to the community during the engagement phase.

COMMUNITY BENEFITS WORKING GROUPS have been established as a core component of CBAs to support the development of community benefits programs and oversee implementation, monitoring, tracking and reporting. Such groups meet at least once per quarter and are a forum to learn and develop best practices and to document and share lessons learned.

TCBN AND LOCAL COMMUNITY BENEFITS COALITIONS have long advocated for planning tools that can enable community informed, equitable development approaches as part of public infrastructure projects and large scale developments in Toronto neighbourhoods. Such tools can ensure that local communities, most impacted by a development project, can have a say and share in the prosperity, opportunities and benefits that support inclusive economies, sustainable development and affordable neighbourhoods.



The TCBN recognizes the limited planning tools, set by the Provincial government, which restricts the City of Toronto’s ability to require Community Benefits Agreements in the planning approvals process. In 2022, the TCBN advocated for the motion moved by Councillor Joe Mihevc to start the interdivisional work of City of Toronto planning, economic development and social development, finance and administration to explore community benefits plans in private sector-led developments.

WITH THE CITY OF TORONTO AND FEDERAL GOVERNMENT, as owners of public land at Downsview, there is a great opportunity to ensure that these developments go beyond Community Benefits Plans, and include Community Benefits Agreements that include targets for local and equitable workforce development, apprenticeships and training, social procurement and other neighbourhood and environmental improvements that can maximize benefits and opportunities especially for local Black and Indigenous communities.

The federal government has adopted similar approaches to its investments in public infrastructure and the City of Toronto Community Benefits Framework applies to developments on City-owned lands.

Community Benefits Policies, Programs and Initiatives

FEDERAL PROGRAMS

In 2018, the federal government adopted the Community Employment Benefits requirement which will see targets set for major projects to provide training, job opportunities and/or procurement opportunities to a broader array of Canadians. Applicants for major projects are required to set and meet targets for training and employment opportunities for groups that are identified as under-represented in the workforce or that face challenges entering the workforce, including:



- **Indigenous peoples**
- **women**
- **persons with disabilities**
- **veterans**
- **youth**
- **apprentices**

The new requirement also includes procurement opportunities for small-to-medium sized and social enterprises. These are businesses operated by a charity or non-profit organization or that are designed around the delivery of social value.

PROVINCIAL POLICIES

In 2015, the Ontario government passed Bill 6 Infrastructure for Jobs and Prosperity Act that applies to provincially led infrastructure projects. The Act is to “establish mechanisms to encourage principled, evidence-based and strategic long-term infrastructure planning that supports job creation and training opportunities, economic growth and protection of the environment, and incorporate design excellence into infrastructure planning.”

The act also outlines that Infrastructure planning and investment should promote community benefits, being the supplementary social and economic benefits arising from an infrastructure project that are intended to improve the well-being of a community affected by the project, such as local job creation and training opportunities (including for apprentices, within the meaning of section 9), improvement of public space within the community, and any specific benefits identified by the community.

Community Benefits Policies, Programs and Initiatives

MUNICIPAL PROGRAMS AND INITIATIVES

In 2019, the City of Toronto adopted the Community Benefits Framework. The Framework focuses on ways to maximize the use of City of Toronto levers including procurement, real estate transactions, or financial incentives for specific sectors/ uses to create inclusive and equitable economic opportunities through community benefits initiatives.



THE PRINCIPLES THAT GUIDE THE FRAMEWORK ARE:

- 1. Promote social and economic inclusion
- 2. Engage and involve the community
- 3. Achieve accountability

Next Steps



We would like to thank the over 1,500 community members, local organizations and groups, TCBN member organizations and the Downsview Community Benefits Committee for your contributions in helping to inform this vision. . A vision for equitable and inclusive development that encourages Downsview as a once in a generation opportunity to take bold action on some of Toronto’s most urgent priorities on inequality, affordability and climate action.

As a Black-led, city wide community-labour coalition and local community stakeholder based in the Downsview area, the TCBN network looks forward to the continued engagement, participation and collaboration with each landowner to accomplish the goals and expectations outlined in this vision document.

With a 30 plus year timeline, Downsview presents a unique opportunity to work with key stakeholders to co-design and co-develop a plan to achieve equitable city building outcomes through economic, sustainable and social development goals that align with the development plan. A just transition lens can ensure inclusive approaches to training, workforce development and pathways into green jobs, which can help to train the next generation of builders from diverse communities, address the labour shortage gap and build much needed housing supply.

This project was funded through the Metcalf Foundation Inclusive Local Economies program



Downsview Demographics Data

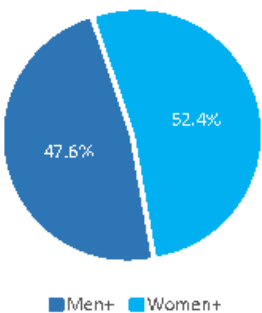
Downsview and Surrounding Local Area

2021 Census Profile

Population Size

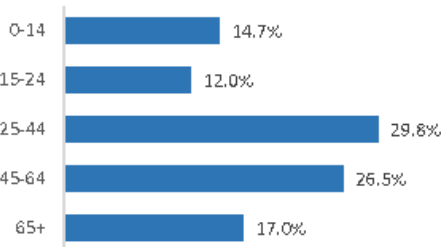
837,645 people

Gender¹

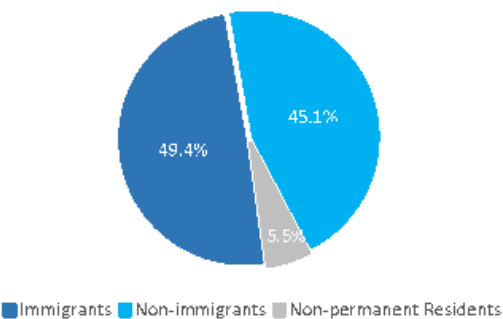


Age

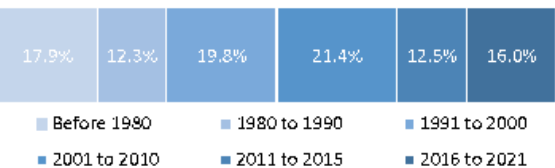
Average age: 41.3 years old



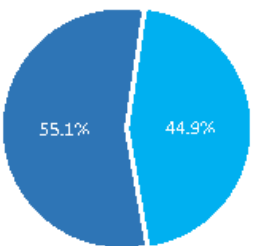
Immigration Status



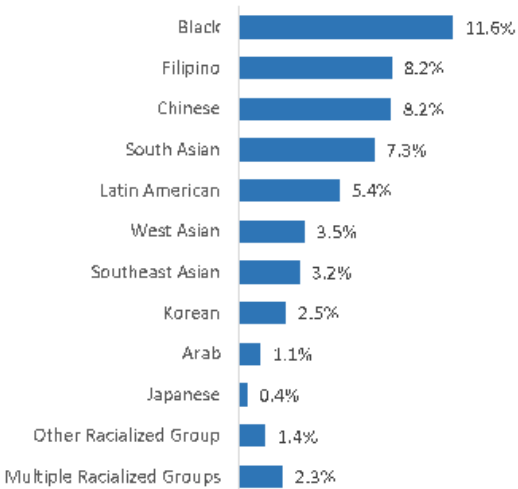
Period of Immigration



Racialized Status



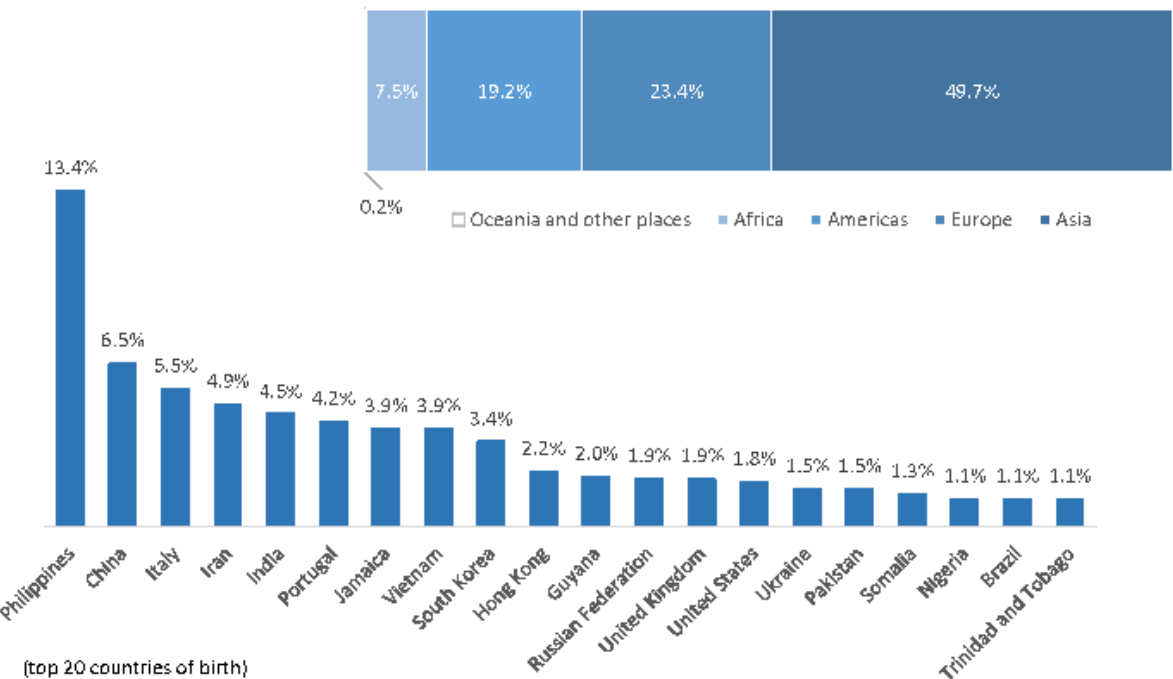
Racialized Groups



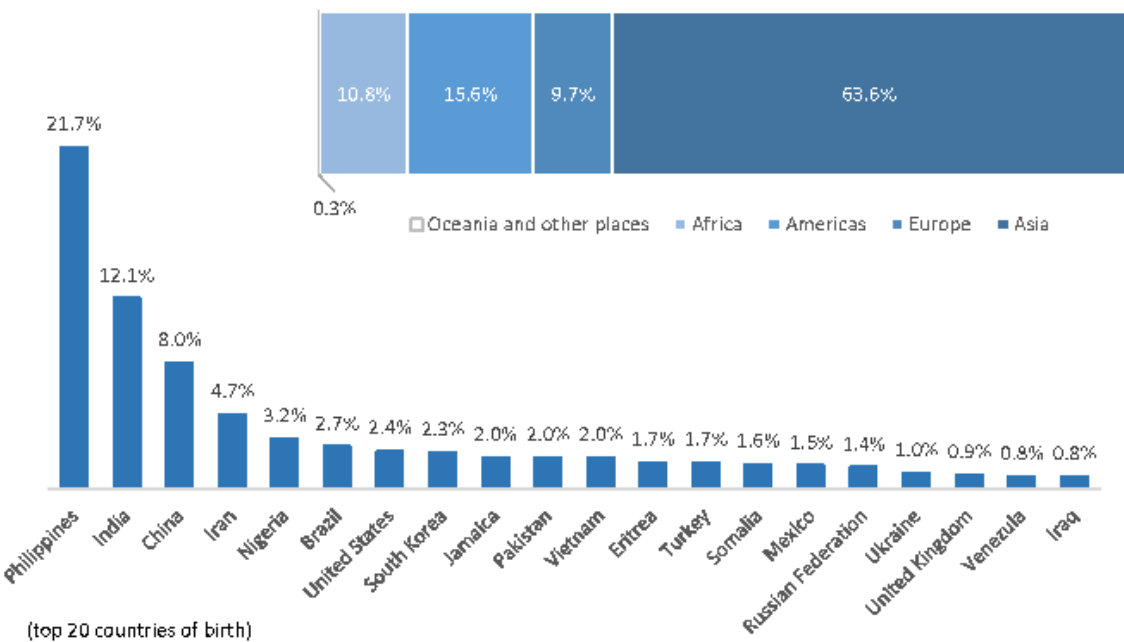
Indigenous Identity²

4,685 people

Immigrants' Place of Birth



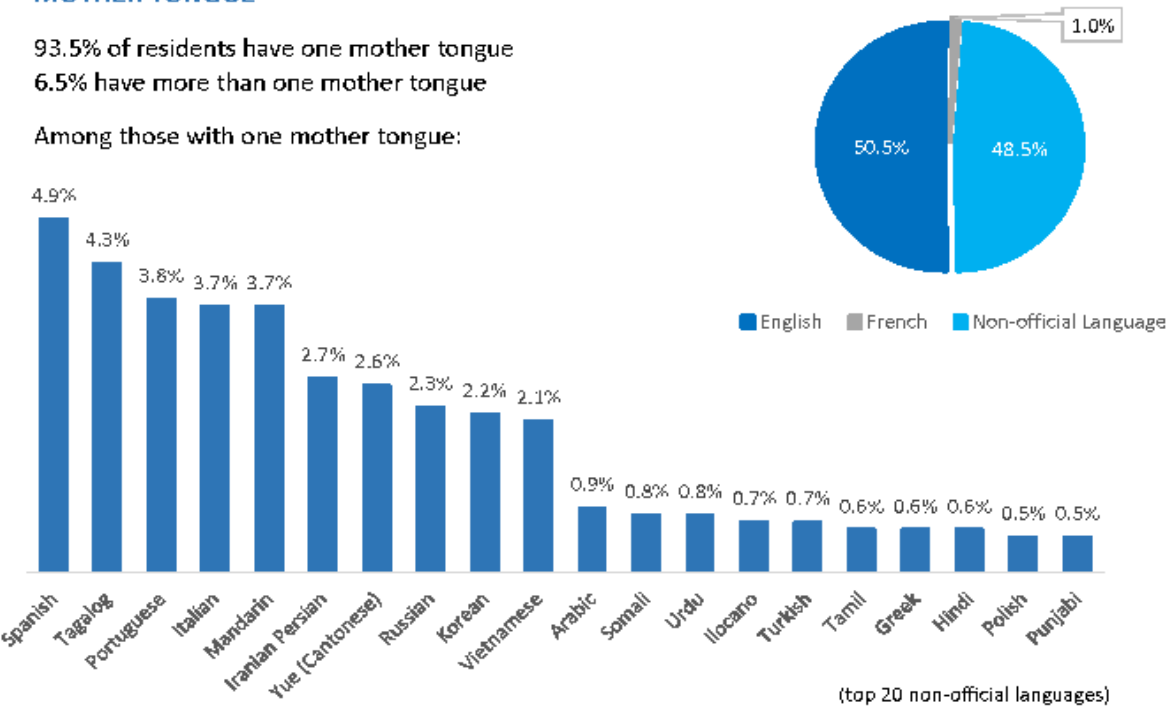
Recent Immigrants' Place of Birth



MOTHER TONGUE

93.5% of residents have one mother tongue
6.5% have more than one mother tongue

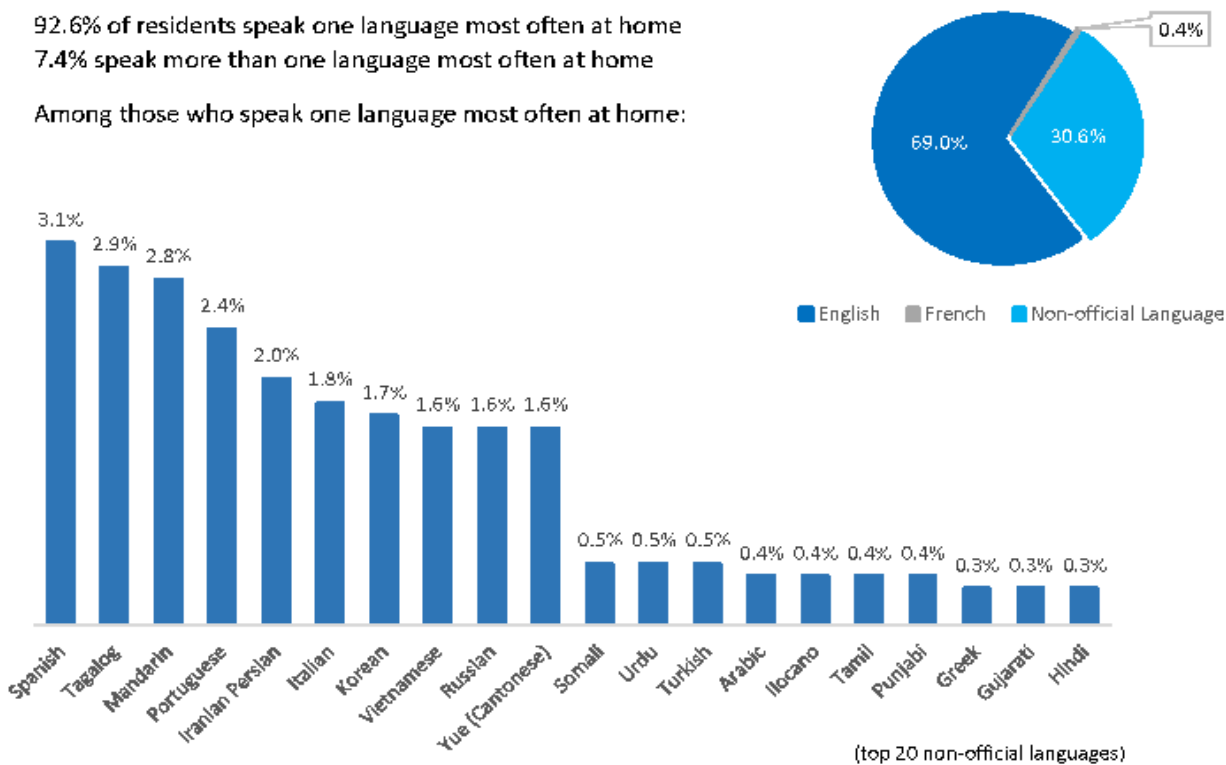
Among those with one mother tongue:



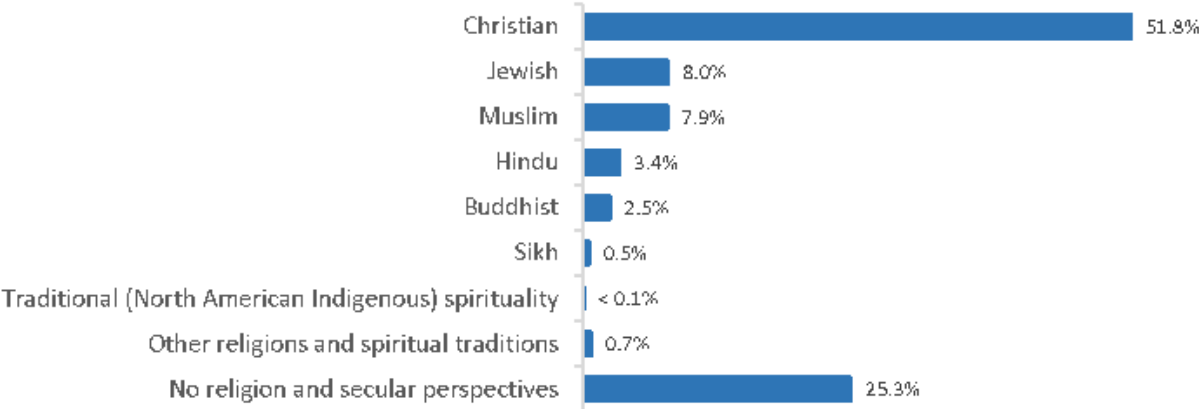
LANGUAGE SPOKEN MOST OFTEN AT HOME

92.6% of residents speak one language most often at home
7.4% speak more than one language most often at home

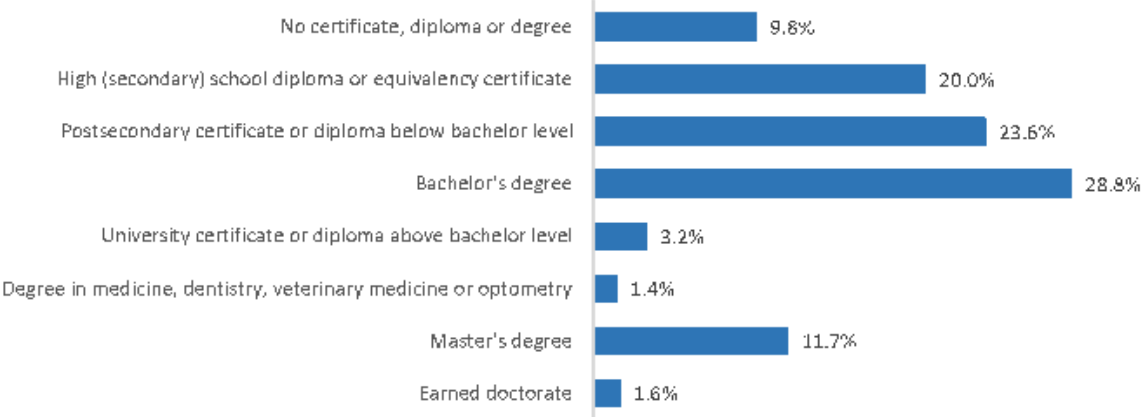
Among those who speak one language most often at home:



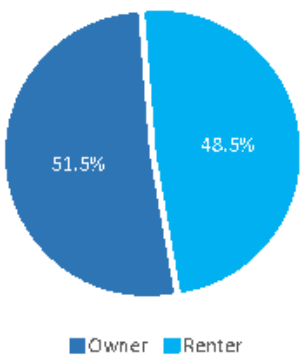
RELIGION



HIGHEST LEVEL OF EDUCATION (25-64 YEAR OLDS)



HOUSING TENURE



26.2% of occupied dwellings are condos

HOUSEHOLD INCOME³

Average after-tax household income in 2020: \$99,095

Average after-tax household income in 2020 by neighbourhood ranges from a low of \$68,300 to a high of \$310,400

Median after-tax household income in 2020 by neighbourhood ranges from a low of \$56,800 to a high of \$164,000

DATA SOURCES & NOTES

Data sources: Statistics Canada. 2021 Census of Population. Catalogue no. 98-401-X2021007; Statistics Canada. 2021 Census of Population. Table no. EO3720_SCP_Toronto. Accessed through the Community Data Program.

Profile produced by Social Planning Toronto.

1 From Statistics Canada: “Gender refers to an individual’s personal and social identity as a man, woman or non-binary person (a person who is not exclusively a man or a woman).

Gender includes the following concepts:

- gender identity, which refers to the gender that a person feels internally and individually;
- gender expression, which refers to the way a person presents their gender, regardless of their gender identity, through body language, aesthetic choices or accessories (e.g., clothes, hairstyle and makeup), which may have traditionally been associated with a specific gender.

A person’s gender may differ from their sex at birth, and from what is indicated on their current identification or legal documents such as their birth certificate, passport or driver’s licence. A person’s gender may change over time.

Some people may not identify with a specific gender.

Given that the non-binary population is small, data aggregation to a two-category gender variable is sometimes necessary to protect the confidentiality of responses provided. In these cases, individuals in the category “non-binary persons” are distributed into the other two gender categories and are denoted by the “+” symbol.

“Men+” includes men and boys, as well as some non-binary persons.

“Women+” includes women and girls, as well as some non-binary persons.”

2 From Statistics Canada: “Indigenous identity refers to whether the person identified with the Indigenous peoples of Canada. This includes those who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit), and/or those who report being Registered or Treaty Indians (that is, registered under the Indian Act of Canada), and/or those who have membership in a First Nation or Indian band. Aboriginal peoples of Canada (referred to here as Indigenous peoples) are defined in the Constitution Act, 1982, Section 35 (2) as including the Indian, Inuit and Métis peoples of Canada.”

3 Data are not publicly available to calculate a median after-tax household income in 2020 for the Downsview and surrounding local area.

Full List Of Neighbourhood Improvement Areas (Nia) And Emerging Neighbourhoods (En) In The Downsview And Local Surrounding Area

NIA: Downsview, York University Heights, Black Creek, Humber Summit, Thistletown-Beaumont Heights, Humbermede, Glenfield-Jane Heights, Oakdale-Beverly Heights, Elms-Old Rexdale, Kingsview Village-Westway, Weston, Rustic, Mount-Dennis, Beechborough-Greenbrook, Keelestdale-Eglinton West, Rockcliffe-Smyth and Weston-Pelham Park.

EN: Westminster-Branson, Englemount-Lawrence, Yorkdale-Glen Park and Humber Heights-Westmount.

Image Citation

- Image from “Parc Downsview Park, Facebook, 2024. Available on page 4-5. <https://www.facebook.com/parcdownsviewpark>.”
- Image from ‘Lot 14 and the Boake Family,’ id8 Downsview. Available on page 8. <https://www.id8downsview.ca/post/lot-14-and-the-boake-family>.
- Image of the de Havilland DH.82C Tiger Moth from the Canadian Warplane Heritage Museum. Available on page 8. <https://www.warplane.com/aircraft/collection/details.aspx?aircraftId=14>
- Image from ‘De Havilland Aircraft,’ id8 Downsview. Available on page 8. <https://www.id8downsview.ca/post/de-havilland-aircraft>.
- Image from ‘The Alouette Satellite,’ Downsview Park. Available on page 8. <https://downsviewpark.ca/news/alouette-satellite>
- Image from ‘Dash 7: A Brief History,’ Simple Flying. Available on page 8. <https://simpleflying.com/dash-7-brief-history/>
- Image from ‘Canada’s only Africentric school was launched amid calls to better support Black youth,’ The Star. Available on page 8. https://www.thestar.com/news/gta/canada-s-only-africentric-school-was-launched-amid-calls-to-better-support-black-youth-ten/article_5f166278-939d-5c36-abf3-06e302506688.html
- Image from ‘PSP pays for potential with deal for Bombardier’s Downsview property,’ The Globe and Mail. Available on page 8. <https://www.theglobeandmail.com/business/article-ppsp-pays-for-potential-with-deal-for-bombardiers-downsview-property/>
- Image from ‘Update Downsview,’ City of Toronto. Available on page 12. <https://www.toronto.ca/city-government/planning-development/planning-studies-initiatives/update-downsview/>.
- Image from ‘The Esplanade Neighbourhood,’ Jamii Esplanade. Available on page 41. <https://www.jamii.ca/theesplanade>
- Image by Julian Mirabelli: ‘The trail passes through a natural forested area,’ from ‘Sesquicentennial Trail Celebrates Downsview Park’s Thousand-Year History,’ UrbanToronto, July 26, 2019. Available on page 46. <https://urbantoronto.ca/news/2019/07/sesquicentennial-trail-celebrates-downsview-parks-thousand-year-history.37815>

TCBN Stakeholder Engagement - 2021-Present

TCBN Lead:

Engagement	Date	Notes
Downsview Community Benefits Information Session (Northcrest and Canada Lands were on hand to answer questions)	JULY 27, 2021	Provided information on the development background, key stakeholders and CBAforDownsview campaign
Downsview Community Benefits Discussion (Hosted in conjunction with Social Planning Toronto)	NOVEMBER 10, 2021	Provided an overview and updates on the Downsview Lands Development, the OPA application + mapping exercise and next steps discussion
Downsview Community Benefits Meeting (Ian Hanecak of Northcrest and David Anselmi of Canada Lands provided presentations on the Downsview Lands development process)	JANUARY 17, 2022	Provided updates on the Downsview Lands development process presented Northcrest and Canada Lands + information on TCBN's Downsview Community Benefits Committee
Downsview Community Benefits Meeting (Ian Hanecak of Northcrest and David Anselmi of Canada Lands provided presentations on the Downsview Lands development process)	JULY 20, 2022	Provided updates on the Downsview Lands development process presented by Northcrest and Canada Lands Company + updates on TCBN's local community and network engagement to date and details on the launch of the Downsview Community Benefits Vision in the fall

TCBN Lead:

Engagement	Date	Notes
Fall Quarterly General Meeting/ Launch of TCBN's Downsview Shared Community Benefits Vision (Councillor Pasternak was in attendance and provided closing remarks)	NOVEMBER 29, 2022	Launched our Shared Community Benefits Vision for Downsview outlining our community benefits themes and priorities for the upcoming development
Downsview Petition Campaign (Partnered with ACORN)	AUGUST-OCTOBER 2023	Conducted a petition campaign on affordable housing where we engaged knocked 2500 doors, had conversations with 900 people and engaged 360 people
Downsview Neighbourhood Tour (Representatives from participating organizations: North York Harvest, Toronto Environmental Alliance, Toronto Black Farmers Collective, TCBN Ambassadors, Buy Social Canada, ACORN and Northcrest Developments)	SEPTEMBER 27, 2023	Hosted a walking tour which consisted of both walking and bus portions across multiple locations in Downsview Park and the Downsview Airport Runway while addressing changes that will be brought about as a result of the upcoming Downsview Lands Development (35 participants in total)

TCBN Lead:

Engagement	Date	Notes
Downsview Climate Action Workshop (Partnered with the Toronto Environmental Alliance)	APRIL 25, 2024	Hosted a workshop centered around environmental sustainability and climate action as it pertains to the Downsview Lands development project (activities included a presentation, breakout group discussions, advocacy best practices, etc.)
Downsview Housing Workshop (Partnered with ACORN)	MAY 7, 2024	Hosted a workshop centered around the need for affordable housing in Downsview and how that factors into the proposed 30+ year development in the area (activities included a presentation, a group discussion, advocacy best practices, etc.)

Participated In:

Engagement	Date
Planning and Housing Committee Meeting	APRIL 27, 2023
Canada Lands Company’s meeting with African, Caribbean and Black organizations about the Downsview West District	JUNE 20, 2023
Update Downsview Deep Dialogues Community Consultation Series	OCTOBER 3, 2023
Update Downsview Deep Dialogues Community Consultation Series	OCTOBER 4, 2023
Update Downsview Deep Dialogues Community Consultation Series	NOVEMBER 15, 2023
Update Downsview Deep Dialogues Community Consultation Series (General Meeting)	NOVEMBER 21, 2023
York Centres Seniors Steering Committee Town Hall and Movie Viewing	JANUARY 14, 2024
Downsview West District Open House (Round 2)	JANUARY 21, 2024
North York Community Council Deputation (Arbo District)	JANUARY 24, 2024
Economic and Community Development Committee Deputation	MAY 2, 2024
Planning and Housing Committee Deputation	MAY 9, 2024



Toronto Community
Benefits Network

