

Exchange Inner City Membership Meeting Notes

Date: April 30, 2018

In Attendance: Alissa (VCC), Anastasia Gaisenok (Check Your Head), Anna Godefroy (Binnars' Project), Ara Beittoei (LEDlab), Austin Lui (EMBERS Eastside Works), Bobby MacDonald (UGM), Brennan Fitzgerald (HxBIA), Brian Rutledge (Local Resident), Darlene Gering (Bridge2Work), Davin Boutang (Resident), Chris Neale-Clark (Local Resident/DTES Business Directory), Deanna Wing (Central City Foundation), Elizabeth Ballantyne (DTES Neighbourhood House), Janani Ravikularm (Check Your Head), Jarett Rude (Open Door Group), Johanna Li (EMBERS), Judy McGuire (Our Place), Kane McIntyre (CleanStart BC), Konstantin Baumer (Eastside Works), Maija Fiorante (Buy Social Canada), Matt Smedley (Mission Possible), Phil Mischefski (CleanStart), Shari LaLiberte (MVA), Shaugn Schwartz (CIRES), Shirley Vivian (Local resident), Shelley Bolton (East Van Roasters/PHS), Tammy (VCC)Wes Regan (City of Vancouver), Will Dare (CBA Group Member), Steven Johnston (Exchange Inner City Director), Alisha Maxfield (Exchange Inner City Project Coordinator)

Regrets: Amelia Huang (SFU Urban Studies Student), Ayisha Appiah (Local resident), Christina Wong (Employ to Empower), Daryl Wiebe (Streetohome), Derek Weiss (UGM), David LePage (Buy Social Canada/CIRES), Dylan Goggs (CleanStart), Edmund Ma (Ma Foundation/VCRC), Eileen Clabburn (Exchange Inner City Admin Staff), Elizabeth Vu (Japanese Language School/PSF), Glenn (Local Resident), Farhad Farhangfar (SUCCESS), Grace Tait (YWCA Crabtree Corner), Hendrik Beune (Village Vancouver, Megaphone), Jean- Paul Beran (JustWork), Jennifer Froese (Directions-Greater Vancouver Family Services), Jose Fernandez-Garcia (City of Vancouver), Kellie Carroll (NICCSS), Kevin Huang (Hua Foundation), Kiri Bird (LEDlab), Kit Rothschild (PACE Society), Lydia Meister (Metro Vancouver Consortium-Transitions), Ludvik Skalicky (Resident), Mandy Hardwick (RainCity LGBTQ2S+), Marc Lawrence (Local Resident), Marcia Nozick (EMBERS), Matt Campbell (Let's Speak Up), Minshu Mo (NICCSS), Pete Fry (Strathcona Resident/RayCam), Rocky James (MVAEC), Scott Clark (ALIVE), Sean Condon (Vancity Community Foundation), Sharon Belli (Carnegie Centre), Suddhodan Baidya (SUCCESS), Tom Wanklin (City of Vancouver), Trish Kelly (Potluck Cafe Society), Viveca Ellis (BC Poverty Reduction Coalition-CAN Program), Wilson Liang (Local Resident), Zoe Ozirney (JustWork Economic Initiative)

1. Welcome & Traditional Acknowledgement:

- Meeting started at 4:05pm
- Anna welcomed everyone and conducted the traditional acknowledgement
- A round of introductions was had

2. Approval of Agenda & Previous Meeting Notes:

- Both were approved by everyone in the room nodding in agreement
- Agenda was condensed due to being moved to a small meeting room, everyone agreed to same

3. Personnel & Working Group Updates:

Co-Chairs' Update :

Anna asked if members would like her to elaborate on the update already provided in the package, or if they had any questions/concerns. All members agreed that the update in the meeting package was enough, and had no questions/concerns.

Director Update (Steve):

Anna asked if members would like Steve to elaborate on the update already provided in the package, or if they had any questions/concerns. All members agreed that the update in the meeting package was enough, and had no questions/concerns.

CED Planner Update (Wes Regan):

Anna asked if members had any questions/concerns regarding Wes' update. All members agreed that the update in the meeting package was enough, and had no questions/concerns.

Project Coordinator Update (Alisha):

Anna asked if members would like Alisha to elaborate on the update already provided in the package, or if they had any questions/concerns. All members agreed that the update in the meeting package was enough, and had no questions/concerns.

Advocacy Working Group Update:

No new update.

Community Benefit Agreement (CBA) Working Group Update:

CBA update is the presentation of the draft City CBA policy.

Retail Gentrification & Social Inclusion Working Group Update:

Local Card updates:

Alisha showed off and shared the new Local Card materials, and provided details to new members about what the Local Card is.

There will be a launch party for the Local Card on May 31st, more details to come.

Davin and Anna offered to take Local Card information and share with Bidders to distribute at local businesses who may want to participate through the Local card project.

Action Item: Alisha to share materials with Binners project to help sign on more businesses

Social Procurement Roundtable:

- Will be planning a Social Enterprise Walking Tour for the Sustainable Brands Conference on June 4th
- The Social Enterprise Walking Tour will showcase the partnership between social enterprise and the neighborhood and how social enterprises benefit the community

4. Project Updates:

CAN - Community Action Network:

No updates.

Metro Vancouver Transition Consortium:

No updates.

Check Your Head:

Anastasia shared about Check Your Head organization. Engage and educate young people on social, economic and justice issues. Provide rotating workshops on several focuses, such as inclusivity, health resources, etc. Check Your Head also build the capacity of the youth to become leaders in their community and advocate on particular issues of their choosing.

Janani shared some updates on what Check Your Head has done with the BC Poverty Reduction Consultation Sessions. Developed a Youth Priorities on Poverty Reduction Submission and gave it to the BC government on July 31st.

Anastasia shared that they received a 3 year social innovation grant from the Vancouver Foundation regarding youth activism in economic development. Exchange Inner City is a partner in this project to provide opportunities for youth to get involved in economic development advocacy, and engaging in our current working groups, as well as building the capacity of youth to lead in CED projects within their community.

5. Feedback & Questions re: Presentation of City of Vancouver draft Community Benefit Agreement Policy:

Steve shared that he was representing the City for this presentation on the draft policy and he acknowledged and recognized the conflict of his position between Exchange Inner City and the CBA Policy, therefore, the Executive Committee of Exchange will be representing Exchange in support/opposition to this policy.

- Exchange Inner City is the first community group to see the draft CBA Policy.
- Further engagements will occur with the Urban Development Institute, and Urban Land Institute on May 14th and 17th respectively.
- The goal is to host a collaborative engagement session with community, UDI, and ULI
- The goal is to present the policy at City Council in July
- Steve asked everyone if this sound like a fair engagement approach, and everyone shook their heads in agreement.
- Steve added that the CBA's will be legally binding with all of the negotiated parties, to hold them accountable
- The CBA Policy will be aligned with the City's Reconciliation Framework, Healthy City Strategy, and the emerging Social Procurement Framework, so that there is no disconnect amongst current plans and policies.
- Targets/deliverables for CBAs will be designed by identifying what the key outcomes and goals are that all three parties want from that specific development, rather than set specific percentage targets on every CBA - such as all CBAs need to have 10% local hiring and 10% local procurement.
- The learning from Parq Vancouver CBA is that we know how to do employment and labour in the local community very well, but there were challenges in meeting the local procurement targets, as most of the target was met via purchasing concrete from a LaFarge and OceanSide Concrete. The other learning from the Parq Resort CBA is that the City of Vancouver did not provide support and capacity to meet the CBA needs, or support making connections in the community and to monitor the CBA's progress, until later into the project when they hired a 3rd Party Consultant.

Anna asked Steve to share more information about what a CBA is and what procurement means. Steve did so.

Shaugh wondered if the lesson for the City of Vancouver is to shift procurement targets from the building stage of the development to the operations stage when it comes to meeting procurement targets. Steve mentioned that there is still opportunity to procure some supplies during the building stage or to create new training opportunities/social enterprises to meet those targets, but agrees that most of the procurement will happen during the operations stage of the development. Steve also mention that working with groups like Embers, Work With Us, Bridge2Work and catering for meetings during the building phase would be essential.

Alisha asked if Steve could clarify in the case of the building stage of a CBA would working with EMBERS be considered a labour target met or a procurement target met?

Steve said it could be both, but clarifying the exact classification is to be determined on a case by case situation.

Darlene asked if there would be targets assigned and customized to each different project development? Steve mentioned that there would be some type of City of Vancouver structure from the policy, but with the flexibility to assign specific outcomes/deliverables.

A question was asked if catchment area would be monitored and recorded by postal code?

Shari asked about terms of negotiations and if the community would have a chance to say no if the developer does not agree to the targets the community deems important. Steve responded that the City will hold occupancy permits from the developer if they do not comply to the CBA and to keep all parties accountable.

Marcia asked if a project was located in the Southlands area of Vancouver, the community there may not have as many low income residents in the area like the DTES. Therefore, would the community reps in the CBA process represent the residents of Southlands, or would the community piece in the negotiations represent a larger vancouver community network of stakeholders that looks to create benefits from that development for people with barriers across the City to be involved?

Steve responded that the City would be considering “community group” in the negotiation process as a regional community for the whole city so that its more broad than just the geographic area of the development project. There will be opportunity for residents of that community to get involved in the process as well, but the community would be more broad to represent the regions/cities needs.

Steve shared that there is a process of growth that needs to expand across all parties within the CBA process (community, the City, and the developers). The City needs to grow its capacity to supply the staff and support the CBA process.

There will be approximately 4 millions sq/ft in development projects happening throughout the city of Vancouver in the next 10 years, thus there will be many projects to implement the new CBA policy.

Steve shared an insight he had while developing the CBA Policy, in that he wanted all developments in the city to be included in a CBA process, and after some engagement in community it was recognized that there is not enough capacity or supply in the community to be able to meet every new development’s labour and procurement demands. Therefore, the policy is looking at implementing the CBA process on development projects that are 500, 000 sq/ft an up or any development the City deems requiring a CBA.

Due to this insight around capacity building needs in the community to successfully meet CBA demands the City is going to reach out/gather other assets in the community to help build capacity. Some particular assets in community to support this process could be Vancity Community Foundation, MVAEC, Vancouver Foundation, Buy Social Canada and others.

Jarett asked why there is an arbitrator under the City of Vancouver for the CBA process and suggested that it could be a funding arbitrator under the City of Vancouver instead. Steve shared the reason there is an arbitrator under the City of Vancouver is because the City can hold the developers accountable in issuing occupancy permits or not if they do not meet their CBA targets. But the community would do the evaluation piece of the CBA.

When it comes to the CBA process and roles, the City would put a call out to community to seek nominations from local residents and organizations to sit on a City-wide CBA Advisory Group. The CBA Advisory Group would then hire an operations team and this would be comprised of NPOs and community based groups that would do all the activities of the CBA process (i.e., first source hiring, procurement, engagement, monitoring, reporting, and co-create the legally binding CBA). The operations team would then also work with a Community Based Working Group.

Marcia asked why does the City often refer to 10% targets for CBAs when past examples have shown that the projects can obtain around 20% of the targeted benefits. Steve shared that the City would want to have minimal targets reached through the CBA process and 10% could be that minimum target, but the other piece is that the Policy is also going to consider a First Source Hiring and Procurement target, which means that the development would need to think about trying to create as many opportunities as possible for everyone and specific equity seeking groups on a project by project basis.

Jarett had two questions re: First Source Hiring:

- How do you tie first source hiring to training programs with enough notice so that a local employer can meet the demands?
- How can you also ensure that someone is hired long term over time from the CBA process?

Steve responded that the specific demands/targets can be done by a case by case situation during the CBA negotiation phase between all three parties, so there can be specific agreements around clear and consistent communications between the training and employment service programs, to identify long term employment opportunities, and there will be a third party support to all CBA stakeholders to keep them accountable and support them to meet the agreed upon demands of that project.

With first source hiring it's not just looking at sourcing hiring and procurement, but it is also looking at sourcing new training programs that will need to arise to meet CBA demands.

Darlene commented that the City needs to keep in mind how contractors and developers can be accountable regarding pay rates. Sometimes developers do not want to pay a living/decent wage, and see the CBA target hiring as a "cheap labour opportunity". Shari added it's also about making sure that the labour opportunities are meaningful work and not just odd jobs created to meet their target numbers.

Elizabeth raised flag about the institutional capacity that is not being built into the process, she adds that there is a lot to be done to change the culture and behaviours in the economy and the society. If the intent is to add to what is already being invested in building capacity to create a drifting body within the City (ie the implementation team) to work with the process, that instead the City should build the capacity of existing organizations that would be a part of a CBA process. Steve shared that the City operations team would be a permanent group that is a representative of non-profit organizations and social enterprises in Vancouver. The only time based piece that wouldn't change would be the Community Based Working Group, because this provides an opportunity for the residents in the community where that project is being built to be involved in the process and share their concerns and input.

Who picks the advisory committee and how is it ensured that the advisory committee is accountable back to the community and all the parties involved in a CBA process? Steve shared that the City of Vancouver is trying to put as much of this work with regards to the selection and nomination process for the CBA Advisory Committee back into the community and outside of the City. At this point in the policy, people can be nominated by the community, but selected by the City. The process hasn't been completely designed yet. **The City will be coming back to the community with a proposal about how the Advisory Committee would be selected before designing the Advisory Group Nomination process.**

Steve shared that after meeting with David LePage regarding the CBA Policy, they have identified that the community practically only has capacity for no more than 2-3 specific developments per year, that are not 500,000 sq/ft and up to be considered to undergo a CBA process. This is because those particular developments because may have very specific community benefits.

The City of Vancouver's goal with CBAs is not to satisfy UDI and developers in general, but it is to satisfy the community as a whole.

Elizabeth asked that if the principle in the CBA process is First Sourced, isn't there an opportunity for community to say that we are at capacity and then it would not be

considered in that specific development, but the First Source model would allow for the CBA process to be implemented on all developments in the city.

Jarett comments that the First Source model is effective for the labour piece in a CBA, but it is not that beneficial for meeting procurement targets.

Marcia asked if the City has thought about having an award for the development organizations to recognize those who did a really good job at working through the CBA process and meeting the demands. Steve said yes, this has been thought about within the City and the conversation around this would continue, and he agrees that the award offers a space for that important story to be shared more broadly within the City.

Steve reminded that the CBA Point System model is not definitive or put in stone, so there is time to pilot this and see how it works and learn from it.

Judy commented that MVAEC is not representative of residents in community but rather organizations, so the City needs to be thoughtful around who is being engaged about how reconciliation will be met in a CBA process, beyond just speaking with MVAEC.

Steve shared that the City of Vancouver is thinking about procurement within the CBA process in concentric circles, so that if you can meet procurement demands in Vancouver, but work with a group in Surrey who is representing equity seeking groups.

Shaugh recognized that this is complex work and that the City has done good work on the Policy. Shaugh also asked if there is another way to identify projects that could implement the CBA process, beyond developments that are 500,000 sq/ft, such as selecting different types of developments based on what is being developed to provide a variety of benefits, because development projects that are only 500,000 sq/ft could only offer the same community benefits every time, because only certain organizations and communities and services etc could meet the capacity of that developments size demands.

Brian asked about First source Hiring, would there be a chance for residents in the a housing type development get hired through that model? Yes residents within that developments community/neighbourhood would have first access to the labour opportunities on that development by using this model, thus it can be discussed in negotiation process that residents who would maybe live in that building be given priority to be hired through the labour process of that development.

Anastasia asked about the timeline with regards to getting this Policy to City Council so that this sticks when there is a new City Council elected in October. Steve said this Policy will be going to City Council in July, so that it can be agreed upon before there is a new City Council voted in.



Steve thanked everyone for their thoughtful and great feedback and questions re: draft CBA policy. Steve said he and the City will take this into consideration and will be following up with the changes in a later engagement with the group, after speaking with UDI and ULI as well. Steve also shared that this Policy will be taken to the Exchange Inner City CBA Working Group meeting, and that anyone who missed this Exchange General Meeting are welcome to attend that meeting to provide their input on the draft CBA policy. The CBA Working Group meeting will be held on **Wednesday May 9th from 1:00pm-2:30pm at Exchange meeting room, 329 Gore Avenue.**

6. New Business Arising:

No new business.

7. Traditional Closing and Adjournment:

Anna led the members in a traditional closing. Meeting adjourned at 5:56PM