## Britannia Renewal

Introduction to Community Benefit Agreements

April 20<sup>th</sup> 2021



A social enterprise with the mission to advance and promote social procurement and community benefit agreements



A Community Economic Development organization collectively fostering the conditions for a vibrant, inclusive and equitable local economy in the DTES

## Agenda

- What is Social Procurement?
- What is a Community Benefit Agreement?
- What is the City of Vancouver's Community Benefit Agreement Policy?
- What are the benefits of implementing the City of Vancouver's Community Benefit Agreement Policy?



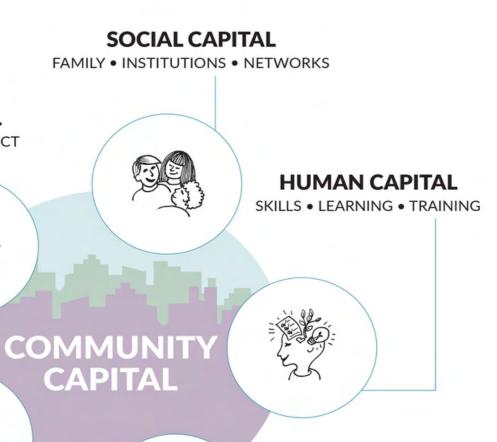
# Social Procurement seeks Best Value

Every purchase has an economic, environmental and social impact.

#### **Social Procurement**

Leverages a social value from existing procurement practices

# Healthy communities are rich in community capital



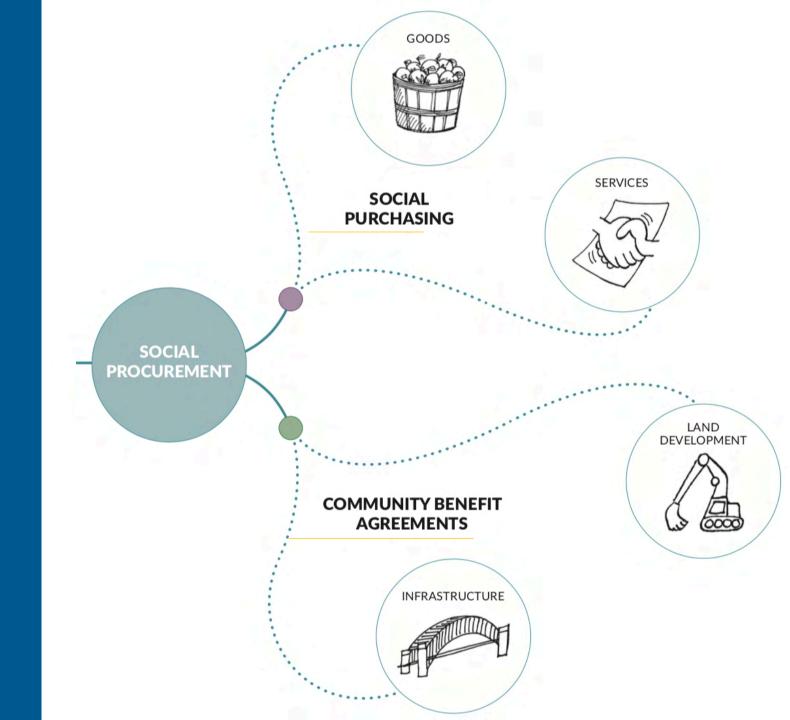
**CULTURAL CAPITAL**CULTURE • DIVERSITY • RESPECT

**ECONOMIC CAPITAL**INCOME • FINANCES • CAPITAL

PHYSICAL CAPITAL

NATURAL • MANUFACTURED • PROPERTY

Social procurement has two primary pathways



## Britannia Renewal – an opportunity for Community Benefit



# Britannia Renewal – an opportunity for Community Benefit

#### Our dream:

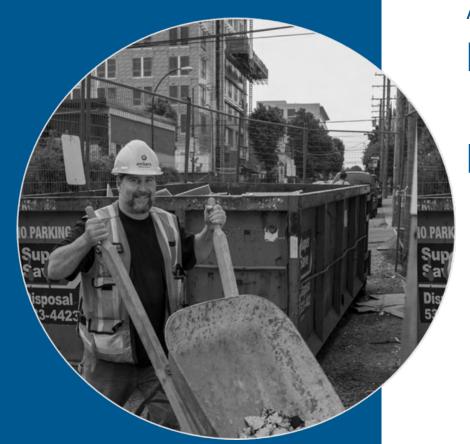
The wellbeing, sense of belonging, joy, and empowerment of everyone in our community.

#### To realize our dream:

We are stewards of spaces that support social connection, creativity, recreation, reconciliation and the realization of the full potential of people and communities.

In partnership with our communities, we create integrated programs, services, and opportunities on the unceded territories of the x<sup>w</sup>məθk<sup>w</sup>əŷəm (Musqueam), Skwxwú7mesh (Squamish), and səʾlilwətaʔɬ / seʾlilwitulh (Tsleil-Waututh) Nations.

# Community Benefit Agreements (CBAs)



Identify Community Benefit opportunities on Infrastructure and Development Projects

An Agreement between Communities, Developers and Government

Four key opportunity areas:

- Employment
- Skills & Training
- Social Value in the Supply Chain
- Community Development

### Policy

Vancouver CBA policy activated when new development is sized 45,000 m<sup>2</sup> or larger and an opportunity to voluntarily apply a CBA to a project

#### Vancouver CBA Targets

- ► Local and targeted employment 10% of new entry level jobs available to people in Vancouver first, specifically those who are equity-seeking (referred to in the policy first source hiring)
- 10% Local and 10% Social purchasing a minimum of 10% of goods and services valuing the positive social and environmental impacts created by purchasing select goods and services, in addition to value for money (Local businesses and social enterprises and diverse-owned businesses)

### Example

#### Example

#### 2015 Pilot – Parq Casino and hotel



In action

Voluntary CBAs are a great option for development projects with less than 45,000 square metres of floor space to positively impact local communities.

Rezoning is not dependent on the CBA conditions being met.

Community benefits can be cultivated across to the entire lifespan of the building; from design, to build, to operation.

Current Implementation for Voluntary CBAs

#### **Toolkit**

- Learning materials
- > Implementation Checklists
- > RFx language
- Projection and Reporting tools

#### **Collaboration & Support**

City-wide Working Group

#### **Community Engagement**

- Exchange Inner City Community Benefit Network
- Local community-based networks and events



#### Compliance toolkit

Find resources to support developers and general contractors in complying with Vancouver's Community Benefit Agreement Policy.

#### **Employment**

Who am I going to need to hire?

What sort of positions or roles?

How many hours do I think this role will be employed for?

How many of these roles can be made available to individuals from equity seeking groups?

Which organizations can I work with to find these employees?

			Projection: First-Source	e Hiring - Man	datory			
			Target:		uutory			
			rarget:	10%				
	1.1.1 participatin	g in a First Source I	firing program, making new entry level	jobs available to e	quity seeking com	munity members i	n Vancouver first	
Step 1: Workforce Projections  Please enter here your projections of the hiring of new positions you will make in the delivery of this contract.				Step 2: CBA Compliance Projections for Workforce  Please enter your projections here of how you will achieve compliance with the City of Vancouver's CBA Polifor the performance of this project.				
Construction trade	Position/Role	Estimate of number of new project-specific workers	Estimate of number of labour hours	Number of entry- level positions for individuals in equity-seeking groups	Number of the entry-level positions for local individuals in equity seeking groups	Sources for Hiring	% of new workers who are a member of one or more equity seeking groups	% of new workers who are a member one or more equity seeking groups an local
Ironworker	Full timeForeman	1	60	0	0	NA	0.00%	0.00%
Ironworker	Full time/Apprentice Ironworker	5	40	5	2	Open Door Group	100.00%	40.00%
Ironworker	Part timefLabourer	10	100	5	5		50.00%	50.00%
		0	0	0	0		#D(VIO)	#DI/ADI
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		0	0	0	0		IIDI/VO	HDI/NOI
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		0	0	0	0		IIDVV0I	MDL/ADI
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		0	0	0	0		IIDVV0I	MOLAGE
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		0	0	0	0		#DF/90I	#DI/NO
		0	0	0	0		#DIVIDI	#DIV90I

#### **Procurement**

What are we going to buy?

Who would be our usual supplier?

How much would it cost?

Which social value supplier and/or local business can I spend this with to maximize the social impact of our existing spend?

# Social Procurement Leverages a social value from existing practices

#### **Existing hiring**

- Apprenticeship opportunities
- Construction related roles
- Operational staffing needs

#### **Existing purchasing**

In construction

- Day Labour
- Site Maintenance/Cleaning
- Site Security
- Catering

In operations

- Building Maintenance/Cleaning
- Catering
- Stationary
- Gifts
- Operational needs













#### **Examples of Social Enterprises**







DIVERSECITY

**SKILLS TRAINING CENTRE** 





















# Benefits of implementing a CBA

## **Tangible community benefits**

Increasing numbers of organizations are looking to find ways to demonstrate their values and support local communities.

CBAs provide the framework and tools to provide tangible benefits for local people and businesses.

# Benefits of implementing a CBA

# Access to new labour pools, and higher retention rates

Recruitment and retention of entry level positions can be an ongoing challenge for organizations.

CBAs provide an opportunity to access a previously untapped labour pool that is supported by community organizations. Many employers have reported higher retention rates with employees hired through CBA hiring programs.

Benefits of implementing a CBA

## Higher levels of community support

CBAs are also a way to work with the community to find shared interests in a project. Previous CBAs have helped to garner support from communities for projects which otherwise were facing community objections. CBAs can also help development projects create a lasting positive impact on a community, therefore creating positive sentiment about the work.

## Britannia Renewal – an opportunity for Community Benefit

