



Webinar

ULI Toronto: Honoring Diversity Leadership in Construction

Date: April 05, 2022

00:00:04 --> 00:00:11: Ohh hello everyone
00:00:11 --> 00:00:16: and good afternoon and welcome as people start to trickle
00:00:16 --> 00:00:20: in we will play the ULI membership video.
00:00:20 --> 00:00:21: If you could run that please.
00:00:40 --> 00:00:43: Having the ability to exchange stories,
00:00:43 --> 00:00:47: exchange ideas and really sort of find mentors in the
00:00:47 --> 00:00:50: industry via UI was a huge plus for me.
00:00:50 --> 00:00:53: So one of the things that I first started doing
00:00:53 --> 00:00:55: with ULI in terms of active engagement with their urban
00:00:55 --> 00:00:56: plan program.
00:00:56 --> 00:00:59: And for me, that's they basically go into schools and
00:00:59 --> 00:01:02: work with young people in junior high and high school.
00:01:02 --> 00:01:03: One of the great things about you Ali,
00:01:03 --> 00:01:06: is that it provides a great platform for public sector
00:01:06 --> 00:01:10: and private sector interests to meet with an opportunity to
00:01:10 --> 00:01:12: connect with a variety of people from a variety of
00:01:12 --> 00:01:15: different disciplines. So I work in real estate development,
00:01:15 --> 00:01:18: but it's useful and important to get to know people
00:01:18 --> 00:01:20: in other aspects of city building opportunity,
00:01:20 --> 00:01:24: get recognition, the opportunity to participate in my
community and
00:01:24 --> 00:01:27: give back in a way all of those things.
00:01:27 --> 00:01:30: Have enhanced my career and I think enhance what I'm
00:01:30 --> 00:01:33: able to offer the industry and I'm really excited to
00:01:33 --> 00:01:34: be part of your life.
00:01:34 --> 00:01:39: Toronto. And really advancing my leadership skills and
fostering my
00:01:39 --> 00:01:44: connections and really just advancing my mission for city
building.
00:01:44 --> 00:01:48: Young professional, new to the province and I found you

00:01:48 --> 00:01:51: Ali and other kind of similar organizations really helpful in
00:01:52 --> 00:01:54: terms of bridging connections and networking.
00:01:54 --> 00:01:58: An opportunity to connect with people.
00:01:58 --> 00:02:01: Who have questions? Who are who have not quite figured
00:02:01 --> 00:02:03: out how to do things,
00:02:03 --> 00:02:05: and I liked how hands on you could be as
00:02:05 --> 00:02:06: a member.
00:02:06 --> 00:02:07: You could get involved immediately.
00:02:07 --> 00:02:09: You could volunteer for me.
00:02:09 --> 00:02:12: You and I is one of the greatest organizations in
00:02:12 --> 00:02:13: the world,
00:02:13 --> 00:02:16: and certainly in Toronto to connect to learn and to
00:02:16 --> 00:02:20: become a part of an organization that really values its
00:02:20 --> 00:02:21: people and its members.
00:02:34 --> 00:02:36: Good afternoon everyone. My name is Richard Joy,
00:02:36 --> 00:02:38: executive director of Yuli Toronto,
00:02:38 --> 00:02:41: and I'm pleased to welcome you to today's session honoring
00:02:41 --> 00:02:42: diversity,
00:02:42 --> 00:02:47: leadership and construction on May the 10th of this year.
00:02:47 --> 00:02:52: The Toronto Community Benefits Network CBSN will host its
second
00:02:52 --> 00:02:54: Building Diversity Awards BDA.
00:02:54 --> 00:02:58: On an evening Gala, celebrating local talent and champions
of
00:02:58 --> 00:02:59: diversity equity,
00:02:59 --> 00:03:02: inclusion in the construction industry,
00:03:02 --> 00:03:05: you Ali Toronto is proud to host the winners of
00:03:05 --> 00:03:07: last year's the 2021 BDA.
00:03:07 --> 00:03:11: Ahead of the 2022 nomination deadline and to learn how
00:03:11 --> 00:03:16: these leaders are targeting the global diversity and inclusive
inclusion
00:03:16 --> 00:03:20: benchmarks as adopted by Bill Force Canada.
00:03:20 --> 00:03:23: As always, we begin with a land acknowledgement.
00:03:23 --> 00:03:25: As they try to region based organization,
00:03:25 --> 00:03:29: we acknowledge that the land we are meeting on virtually
00:03:29 --> 00:03:31: is the traditional territory of many nations,
00:03:31 --> 00:03:34: including the Mississaugas of the credit,
00:03:34 --> 00:03:37: the Anna Snopek, the Chippewa shone,
00:03:37 --> 00:03:39: and the Wendat peoples, and is now home to many
00:03:40 --> 00:03:41: diverse First Nations,
00:03:41 --> 00:03:45: Inuit and native people. We also acknowledge that Toronto is
00:03:45 --> 00:03:48: covered by Treaty 13 of the Mississaugas of the credit.
00:03:48 --> 00:03:50: We are all treating people.

00:03:50 --> 00:03:52: Many of us have come here as settlers,
00:03:52 --> 00:03:57: immigrants and newcomers in this generation or generations past.

00:03:57 --> 00:04:00: Utilize stands in solidarity with indigenous communities,
00:04:00 --> 00:04:05: demanding action and accountability on the ongoing legacy of the
00:04:05 --> 00:04:06: residential school system,
00:04:06 --> 00:04:10: a milestone of which was reached last week.

00:04:10 --> 00:04:13: We also acknowledge and honor those who've come here involuntarily,
00:04:13 --> 00:04:17: particularly descendants from those who are brought here through enslavement.

00:04:17 --> 00:04:19: To better understand the meaning behind this land acknowledgement,
00:04:19 --> 00:04:23: we recommend four programs that we have uploaded to YouTube.

00:04:23 --> 00:04:25: These links will be posted in the chat.

00:04:27 --> 00:04:31: You'll like Toronto is also working with our sister real estate organizations in the Toronto regions and support the local
00:04:31 --> 00:04:35: efforts in response to the escalating crisis of the war
00:04:35 --> 00:04:38: in Ukraine. Last week we hosted a webinar discussing how
00:04:38 --> 00:04:41: our industry can support the growing relief effort,
00:04:41 --> 00:04:45: including initiatives here in the Toronto region.

00:04:45 --> 00:04:48: As the refugee and immigration waves arrive in Canada.
00:04:48 --> 00:04:52: You can immediately support one of these two fundraising or
00:04:52 --> 00:04:56: other support opportunities through two links that will be posted
00:04:56 --> 00:05:00: in the chat as well.

00:05:00 --> 00:05:02: The Canadian Ukraine Foundation and the Red Cross of
00:05:02 --> 00:05:06: Canada
00:05:06 --> 00:05:10: will also be posting a resource page by the end
00:05:10 --> 00:05:14: of today that will be keeping updated on future opportunities
00:05:14 --> 00:05:17: to support this effort. Finally,
00:05:17 --> 00:05:20: today's event and all other ULI program would not be
00:05:20 --> 00:05:24: possible without the support of our annual sponsors,
00:05:24 --> 00:05:27: and we'd like to thank them all for that support.

00:05:27 --> 00:05:30: Now more than ever you'll I relies on the support
00:05:30 --> 00:05:34: of our sponsors of our sponsors to put on high
00:05:34 --> 00:05:37: quality programs and to drive the mission to shape the
00:05:37 --> 00:05:42: future of the built environment for transformative impacts in
00:05:42 --> 00:05:43: communities
00:05:42 --> 00:05:43: worldwide.

00:05:43 --> 00:05:47: To all of them, we say thank you.

00:05:47 --> 00:05:51: Lastly, it is now my pleasure to introduce today's moderator,
00:05:51 --> 00:05:55: Rosemary Powell, Executive director of the Toronto
Community Benefits Network.

00:05:55 --> 00:05:59: Rosemary will moderate and give an overview of the building
00:05:59 --> 00:06:03: diversity awards and drive our program through to 1:00 PM.
00:06:03 --> 00:06:06: Rosemary such a great pleasure to have you joined,
00:06:06 --> 00:06:11: the ULI platform and support these awards over to you.
00:06:13 --> 00:06:14: Thank you very much, Richard.
00:06:14 --> 00:06:17: It is my pleasure to be here today and I
00:06:17 --> 00:06:20: really thank you Eli for organizing this webinar with us
00:06:20 --> 00:06:25: and sharing the important conversation that is happening
right now

00:06:25 --> 00:06:27: in the construction space about equity,
00:06:27 --> 00:06:33: diversity and inclusion. And I will give everyone an overview
00:06:33 --> 00:06:39: and then follow following there will be a panel with
00:06:39 --> 00:06:43: our panelists from last year's awards.
00:06:43 --> 00:06:48: And but first let's get started with a video presentation
00:06:48 --> 00:06:53: of what last year was all about for the building
00:06:53 --> 00:06:54: diversity awards.

00:08:01 --> 00:08:06: Thank you so that was last year 2021 Building Diversity
00:08:06 --> 00:08:10: awards and this year we are going to be having
00:08:10 --> 00:08:14: the award ceremony again on May 10 and we hope
00:08:14 --> 00:08:18: everybody will be there and you know all throughout the
00:08:18 --> 00:08:22: year we work really hard to implement the good practices
00:08:22 --> 00:08:23: to advance equity,
00:08:23 --> 00:08:25: diversity and inclusion in the workplace.
00:08:25 --> 00:08:28: And once a year we get together and we really
00:08:28 --> 00:08:30: celebrate those organizations,
00:08:30 --> 00:08:32: those unions, those you know,
00:08:32 --> 00:08:37: individuals who are making intentional efforts to ensure that
people

00:08:37 --> 00:08:41: from black and indigenous and racialized communities,
00:08:41 --> 00:08:45: newcomers women are welcome on the job site.
00:08:45 --> 00:08:50: And today today you will hear from a panelist of
00:08:50 --> 00:08:54: three of the award recipients from 2021 and.
00:08:54 --> 00:09:00: To hear about all the efforts that they made that
00:09:00 --> 00:09:03: allowed them to be.
00:09:03 --> 00:09:06: You know, given the award,
00:09:06 --> 00:09:07: but before I present them,
00:09:07 --> 00:09:11: let me just go through what this year 2022 Building
00:09:11 --> 00:09:14: Diversity Awards will actually look like.
00:09:17 --> 00:09:20: Thank you so. As you can see,
00:09:20 --> 00:09:22: next slide just giving you a little bit of a

00:09:22 --> 00:09:25: background about the Toronto Community Benefits Network.
00:09:25 --> 00:09:29: We are at Community Labor coalition with over 120 member
00:09:29 --> 00:09:31: organizations and groups.
00:09:31 --> 00:09:37: We have over 121 community organizations and labor
00:09:37 --> 00:09:40: groups who
00:09:40 --> 00:09:44: are members we work with.
00:09:44 --> 00:09:45: All levels of governments. We support six community benefits
00:09:45 --> 00:09:49: projects
00:09:49 --> 00:09:53: right now,
00:09:53 --> 00:09:54: starting with the Eglinton Crosstown project and across these
00:09:54 --> 00:09:57: projects.
00:09:57 --> 00:10:00: We've had over \$17 million spent on local businesses and
00:10:00 --> 00:10:04: social enterprises.
00:10:04 --> 00:10:07: We have 12 of the largest construction unions who are
00:10:07 --> 00:10:09: members of the Toronto Community Benefits Network and as
00:10:09 --> 00:10:11: a
00:10:11 --> 00:10:16: result of these community benefits agreements that we've
00:10:16 --> 00:10:20: been supporting
00:10:20 --> 00:10:26: over the last five years or so,
00:10:26 --> 00:10:30: we've seen over 2000 people hired,
00:10:30 --> 00:10:31: so Community benefits is working.
00:10:31 --> 00:10:39: Next, slide, please. And last year we were pleased to
00:10:39 --> 00:10:40: have Alice Don as our main sponsor and Akon and
00:10:40 --> 00:10:46: other construction industry partners who were there with us
00:10:46 --> 00:10:49: all
00:10:49 --> 00:10:52: the way. And thanks to the CBC for having been
00:10:52 --> 00:10:56: our sponsor.
00:10:56 --> 00:10:59: Next slide, please. So the building diversity awards will
00:10:59 --> 00:11:03: recognize
00:11:03 --> 00:11:05: an award.
00:11:05 --> 00:11:10: Exemplary construct. Contractors, unions and client owners,
00:11:10 --> 00:11:14: as well as industry champions who are leading on equity,
00:11:14 --> 00:11:19: diversity and inclusion to increase the participation of black,
00:11:19 --> 00:11:24: indigenous and racialized workers, including youth,
00:11:24 --> 00:11:27: women and newcomers within their organizations.
00:11:27 --> 00:11:31: Recipients of this award will be recognized at the award
celebration that is taking place.
On May 10, 2022. Award recipients will be recognized for
one or more steps that they are taking that.
Compares or correspond to the global diversity and inclusion
benchmarks.
Next slide, please. As you can see,
we've already gotten started. The first step was to look
at sponsorships and this year we're very pleased to have

00:11:31 --> 00:11:32: deja done.

00:11:32 --> 00:11:34: Come on board as our lead sponsor and we have

00:11:34 --> 00:11:37: a number of other sponsors and we're still looking for

00:11:37 --> 00:11:37: sponsors,

00:11:37 --> 00:11:40: so the opportunity is still there.

00:11:40 --> 00:11:45: Sponsorships or funds raised will support the TCB's next Gen

00:11:45 --> 00:11:47: Builders mentoring program.

00:11:47 --> 00:11:52: We launched the Building Diversity Awards at the at the

00:11:52 --> 00:11:53: building show.

00:11:53 --> 00:11:57: In December of 2021 and now we're right in the

00:11:57 --> 00:11:59: middle of nominations,

00:11:59 --> 00:12:04: so nominations actually did close on March 31st.

00:12:04 --> 00:12:08: But for today we are announcing that we're going to

00:12:08 --> 00:12:12: be extending nominations until April 15th,

00:12:12 --> 00:12:18: and we have a judging panel that is at hands.

00:12:18 --> 00:12:24: That is that. Uh. Arms length from the TCB,

00:12:24 --> 00:12:28: and who will be making those very important decisions and

00:12:28 --> 00:12:31: the awards gala will happen on May 10.

00:12:31 --> 00:12:37: Next slide please. And so here are the categories for

00:12:37 --> 00:12:39: nominations,

00:12:39 --> 00:12:43: and we really do encourage you to nominate someone.

00:12:43 --> 00:12:47: Nominate someone who is leading on diversity and owner clients.

00:12:47 --> 00:12:51: Last year we gave this award to Metrolinx because of

00:12:51 --> 00:12:56: their leadership in establishing the first Community benefits framework in

00:12:56 --> 00:13:00: all of Ontario and leading on Diversity award for contractors.

00:13:00 --> 00:13:03: And we awarded this to Crosslinx transit solutions because of

00:13:04 --> 00:13:05: their collaboration.

00:13:05 --> 00:13:09: With Metro links to implement good practices and change management

00:13:09 --> 00:13:12: systems that would make the Community benefits project work,

00:13:12 --> 00:13:17: we also have the leading on diversity award for unions.

00:13:17 --> 00:13:21: Last year we awarded Laguna 506 for their leadership and

00:13:21 --> 00:13:27: collaboration with Metrolinx and the Crosslinks Transit Solutions for carrying

00:13:27 --> 00:13:31: out the first Community benefits agreement successfully.

00:13:31 --> 00:13:35: And so we're looking for three more awardees.

00:13:35 --> 00:13:37: In this category, and if you know one,

00:13:37 --> 00:13:40: if you work at an organization that you think is

00:13:40 --> 00:13:42: making good steps and it doesn't have to be a

00:13:42 --> 00:13:43: large company,
00:13:43 --> 00:13:47: because sometimes we know that small is mighty next page,
00:13:47 --> 00:13:54: please. The next category is the Community benefits champion.
00:13:54 --> 00:13:58: Last year we are awarded this award to Chris Campbell,
00:13:58 --> 00:14:01: who you will hear from today on the panel and
00:14:01 --> 00:14:04: this year we're making it a People's Choice award,
00:14:04 --> 00:14:09: meaning that a Community benefits champion will be selected this
00:14:09 --> 00:14:12: year and will be determined by the people.
00:14:12 --> 00:14:15: So by the members of our network by those who
00:14:15 --> 00:14:19: are coming to the building Diversity Awards Gala on May
00:14:19 --> 00:14:19: 10,
00:14:19 --> 00:14:22: you will have a. And an opportunity to be able
00:14:22 --> 00:14:26: to vote on the person you understand to be taking
00:14:26 --> 00:14:31: extraordinary measures to support the Community benefits program in Toronto.
00:14:31 --> 00:14:35: So opportunity for nomination is still there if you know
00:14:35 --> 00:14:36: someone in your workplace,
00:14:36 --> 00:14:39: or you know in your community,
00:14:39 --> 00:14:41: please put their names forward.
00:14:41 --> 00:14:47: Next page, please. And the third category is next Gen
00:14:48 --> 00:14:49: builders.
00:14:49 --> 00:14:53: We're looking for a next Gen builder champion who is
00:14:53 --> 00:14:57: a mentee and a mentor and an employer who is
00:14:57 --> 00:14:57: supported,
00:14:57 --> 00:15:01: the mentee or the mentor in their career journey.
00:15:01 --> 00:15:04: Or a mentee who has made great strides in their
00:15:04 --> 00:15:08: career and taking advantage of all the opportunities that exist
00:15:08 --> 00:15:12: within the construction industry to be able to build infrastructure
00:15:12 --> 00:15:14: in their community. So if you know.
00:15:14 --> 00:15:17: One, if you know an up and coming you know
00:15:17 --> 00:15:18: construction worker,
00:15:18 --> 00:15:21: or if you know someone who is a professional who's
00:15:21 --> 00:15:21: been,
00:15:21 --> 00:15:24: you know, just you know doing their level best to
00:15:24 --> 00:15:28: help out those newcomers when they're coming on to the
00:15:28 --> 00:15:28: job site,
00:15:28 --> 00:15:30: please put their names forward.
00:15:30 --> 00:15:33: This is your opportunity to recognize the good work that
00:15:33 --> 00:15:35: they have been doing.
00:15:35 --> 00:15:40: Next, slide please. And these are the sponsorship levels.

00:15:40 --> 00:15:46: We're still looking for sponsorships and this information is found

00:15:46 --> 00:15:48: on building diversity.ca.

00:15:48 --> 00:15:52: We will make sure to recognize your brand to showcase

00:15:52 --> 00:15:56: the good work that you are doing on equity,

00:15:56 --> 00:15:59: diversity and inclusion in the construction industry.

00:15:59 --> 00:16:03: If you become a sponsor of the award and remember

00:16:04 --> 00:16:06: all funds that are raised.

00:16:06 --> 00:16:09: You know from the event will go to support the

00:16:09 --> 00:16:11: next Gen Builders mentoring program.

00:16:11 --> 00:16:16: Next slide, please. And the next slide and next slide,

00:16:16 --> 00:16:19: and I believe it will end when we say thank

00:16:19 --> 00:16:19: you.

00:16:19 --> 00:16:22: So can I put in case someone put in the

00:16:22 --> 00:16:26: chat and just invite folks to make sure that they

00:16:26 --> 00:16:32: go to buildingdiversity.ca/nominate and make your nominations today.

00:16:32 --> 00:16:34: All right? So let me get started.

00:16:34 --> 00:16:40: Then with inviting our panelists to have a conversation.

00:16:40 --> 00:16:43: So I would like to invite Carla.

00:16:43 --> 00:16:48: Avis Birch, who is the chief planning officer of Metrolinx

00:16:48 --> 00:16:50: Chris Campbell,

00:16:50 --> 00:16:54: who is the equity, diversity and Inclusion representative of the

00:16:54 --> 00:16:57: Carpenters District Council of Ontario.

00:16:57 --> 00:17:01: Kimoi Francique, who is an electrician and member of the

00:17:01 --> 00:17:06: International Brotherhood of Electrical Workers Local 353 and Karima.

00:17:06 --> 00:17:13: Hashmi, who is the chief inclusion officer at Metrolinx?

00:17:13 --> 00:17:17: And I'd really like to invite each of them to

00:17:17 --> 00:17:20: give us just an overview of what does the building

00:17:20 --> 00:17:24: diversity awards mean to you and just to talk a

00:17:24 --> 00:17:27: little bit about yourself and your organization.

00:17:27 --> 00:17:32: By the way, vials are located online for each of

00:17:32 --> 00:17:34: these amazing panelists,

00:17:34 --> 00:17:37: and I would just want to give them the chance

00:17:37 --> 00:17:39: to speak to their background.

00:17:39 --> 00:17:41: And experience in their own words.

00:17:41 --> 00:17:44: And then we'll have a conversation.

00:17:44 --> 00:17:46: Why don't we start with Carla?

00:17:47 --> 00:17:52: Thank you, Rosemarie. We're really happy as being chief

00:17:52 --> 00:17:53: planning officer at Metrolinx.

00:17:53 --> 00:17:57: We're really glad to be here and really thank you
00:17:57 --> 00:18:00: and commend you for all of your work at CBN.
00:18:00 --> 00:18:03: The award that we received last year was really in
00:18:03 --> 00:18:07: partnership as you mentioned with other groups.
00:18:07 --> 00:18:10: Crosslinks in particular, Ellis Don has done some work in
00:18:10 --> 00:18:10: there.
00:18:10 --> 00:18:13: You talked about Luna 506,
00:18:13 --> 00:18:14: but you know, for us,
00:18:14 --> 00:18:17: what's important is that it is a partnership.
00:18:17 --> 00:18:19: We are committed to really understanding the impacts that
00:18:20 --> 00:18:20: we
00:18:20 --> 00:18:25: have on communities.
00:18:25 --> 00:18:28: Bringing transit this phenomenal program of really bringing
00:18:28 --> 00:18:31: opportunity across
00:18:31 --> 00:18:34: the region for these new transit services.
00:18:34 --> 00:18:37: But we also recognize the impact that it has through
00:18:37 --> 00:18:40: the build and that the responsibility we have in working
00:18:40 --> 00:18:45: with groups with yourselves and really being a connector in
00:18:45 --> 00:18:48: a lot of ways to improving the the the the
00:18:48 --> 00:18:51: input and the opportunities that come through these projects.
00:18:51 --> 00:18:52: But also being a catalyst and where we can,
00:18:52 --> 00:18:56: as you mentioned, the the learnings that we have from
00:18:56 --> 00:18:59: Eglington.
00:18:59 --> 00:19:03: Rosedown project and where we've been able to really be
00:19:03 --> 00:19:07: a catalyst and really help the community,
00:19:07 --> 00:19:08: not only the contracting community ourselves and how we
00:19:08 --> 00:19:11: work
00:19:11 --> 00:19:13: to kind of really bring jobs back into the the
00:19:13 --> 00:19:17: community as deserved,
00:19:17 --> 00:19:17: we have a four pillar strategy at Metrolinx right now,
00:19:17 --> 00:19:20: and we've presented this to our board and we've had
00:19:20 --> 00:19:23: conversations with yourselves and continue with the
00:19:23 --> 00:19:25: municipalities and others
00:19:25 --> 00:19:27: on that.
00:19:27 --> 00:19:31: But we're learning and we're growing and we do need
00:19:31 --> 00:19:34: to operationalize those four pillars and really focus on.
00:19:34 --> 00:19:37: The actual process is to make sure that we have
00:19:37 --> 00:19:38: those continued work groups.
00:19:38 --> 00:19:38: Those continued aspirations, those job targets that were
00:19:38 --> 00:19:38: leading and
00:19:38 --> 00:19:38: not just sitting back and waiting for things to happen.
00:19:38 --> 00:19:38: So we are really proud of the work that we've
00:19:38 --> 00:19:38: done so far.

00:19:38 --> 00:19:40: But we also recognize that you know we may not
00:19:40 --> 00:19:42: be hitting all the marks all the time,
00:19:42 --> 00:19:45: but the aspiration is there and we continue to learn
00:19:45 --> 00:19:46: and to continue to grow.
00:19:46 --> 00:19:49: I am born and raised in Montreal.
00:19:49 --> 00:19:53: My parents are from Trinidad and Tobago.
00:19:53 --> 00:19:57: Diversity and being that one black girl at Ryerson University
00:19:57 --> 00:20:00: soon not to be called Ryerson University.
00:20:00 --> 00:20:03: It's something that I live with all the time and
00:20:03 --> 00:20:08: moving into the workforce is nothing short of resilience and
00:20:08 --> 00:20:09: and persistence.
00:20:09 --> 00:20:12: That is really not had my spirit dimmed in that
00:20:12 --> 00:20:13: space.
00:20:13 --> 00:20:16: So I understand it. What it means to reach out
00:20:16 --> 00:20:17: and reach in and pull up.
00:20:17 --> 00:20:19: And that is what we're doing here at Metrolinx with
00:20:19 --> 00:20:20: our program.
00:20:20 --> 00:20:22: And I want to continue to do not only my
00:20:22 --> 00:20:23: personal life,
00:20:23 --> 00:20:25: but at my role here that affords me here at
00:20:25 --> 00:20:27: Metrolinx as well.
00:20:28 --> 00:20:29: Thank you very much, Bonjour,
00:20:29 --> 00:20:40: chante. Chris Campbell, what about you?
00:20:40 --> 00:20:42: Tell us a little bit about yourself.
00:20:42 --> 00:20:43: Your background, as you know,
00:20:43 --> 00:20:46: what does the building diversity awards mean to you?
00:20:47 --> 00:20:50: Absolutely first first, first thank you for having me Rosemarie.
00:20:50 --> 00:20:52: I see rich you're not online.
00:20:52 --> 00:20:57: I see Carla I'm kimoi and Karima and earlier on
00:20:57 --> 00:20:59: I saw this lady.
00:21:01 --> 00:21:05: Damina yes damina so so thank you again everybody.
00:21:05 --> 00:21:09: So yes, I am the equity diversity representative of the
00:21:09 --> 00:21:11: Carpenters District Council.
00:21:11 --> 00:21:15: I'm also the VP of Local 27.
00:21:15 --> 00:21:18: Can you hear me OK good the VP of Local
00:21:19 --> 00:21:23: 27 I'm I'm a provincial representative of of the Council
00:21:23 --> 00:21:27: so I go around the province and and see the
00:21:27 --> 00:21:31: representative and sometimes members of the various local
00:21:31 --> 00:21:35: union.
00:21:31 --> 00:21:35: Yes, diversity is our strength.
00:21:35 --> 00:21:37: Our Members are our diverse,
00:21:37 --> 00:21:40: reflecting the entire gamut of of,

00:21:40 --> 00:21:46: of of multiculturalism and and and and and different makeup
00:21:46 --> 00:21:47: of Ontario.
00:21:47 --> 00:21:48: And I'm so proud of that.
00:21:48 --> 00:21:55: I've been a member of the Carpenters Union for 32
00:21:55 --> 00:21:56: years.
00:21:56 --> 00:22:00: Like like Carla, she's from Montreal.
00:22:00 --> 00:22:03: I was born in Kingston,
00:22:03 --> 00:22:07: Jamaica, came here as a teenager and soon after just
00:22:07 --> 00:22:09: jumped straight into the Union.
00:22:09 --> 00:22:14: Now what does the BDA awards mean?
00:22:14 --> 00:22:19: To me? It to me it's not just another award,
00:22:19 --> 00:22:25: it is an event that is is is.
00:22:25 --> 00:22:32: Planned and organized, and this the selection of the awardee
00:22:32 --> 00:22:36: is is also done or the the the.
00:22:36 --> 00:22:40: The community plays a major role in in the whole
00:22:40 --> 00:22:41: process.
00:22:41 --> 00:22:48: Right? It it it's about promoting multiculturalism diversity in
our
00:22:48 --> 00:22:50: construction industry.
00:22:50 --> 00:22:55: It's about recognizing contractors, organizations,
00:22:55 --> 00:23:01: individuals. Who has contributed to to equity diversity in our
00:23:01 --> 00:23:02: industry?
00:23:02 --> 00:23:05: Whether you're in management or or,
00:23:05 --> 00:23:08: you're on the on the worker side of it,
00:23:08 --> 00:23:11: right? So that's why I'm so proud of the the
00:23:11 --> 00:23:12: awards.
00:23:12 --> 00:23:15: And again, I am a proud recipient.
00:23:15 --> 00:23:16: So thank you.
00:23:17 --> 00:23:21: Yes, you are indeed a Community benefits champion Chris
Campbell.
00:23:21 --> 00:23:24: He's also on our Board of Directors and is the
00:23:24 --> 00:23:26: Chair of the Toronto Community Benefits Network,
00:23:26 --> 00:23:27: so a little bit biased.
00:23:30 --> 00:23:35: What about you kumoi francique as the next Gen builders
00:23:35 --> 00:23:36: champion?
00:23:36 --> 00:23:39: What made you get such an award and tell us
00:23:39 --> 00:23:41: a little bit of your background.
00:23:42 --> 00:23:48: Thank you very much. Rosemary very happy to be here
00:23:48 --> 00:23:53: and to share my great feelings about TCPN and the
00:23:54 --> 00:23:55: building.
00:23:55 --> 00:23:58: Awards so I would say that I am a licensed
00:23:58 --> 00:24:02: electrician and passionate about mentoring,
00:24:02 --> 00:24:06: so that's what got me the BDA award.

00:24:06 --> 00:24:10: I I understand similar to what Carla was saying,
00:24:10 --> 00:24:12: how hard it was for me to come up in
00:24:12 --> 00:24:14: the ranks as an electrician,
00:24:14 --> 00:24:17: and some of the obstacles that I experienced,
00:24:17 --> 00:24:22: and I've basically focused and tried to look for young
00:24:22 --> 00:24:26: individuals who have a passion to be in construction.
00:24:26 --> 00:24:29: But would come across some of the obstacles that I
00:24:29 --> 00:24:34: have and I'm really passionate about creating programs and
infrastructure
00:24:34 --> 00:24:38: in places so that they don't experience some of the
00:24:38 --> 00:24:40: things that I've experienced and I want to tell you
00:24:41 --> 00:24:41: that I have one.
00:24:41 --> 00:24:44: A few awards in my lifetime,
00:24:44 --> 00:24:47: but I must tell you that this is my most
00:24:48 --> 00:24:49: proudest of the wins,
00:24:49 --> 00:24:54: because somebody that I helped through the connection with
TCPN
00:24:54 --> 00:24:56: and the next Gen program.
00:24:56 --> 00:24:59: I've got linked up with a couple of young people
00:24:59 --> 00:25:00: and mentored them,
00:25:00 --> 00:25:03: and one of them nominated me,
00:25:03 --> 00:25:07: so I I still get a little teary because Rosemary
00:25:07 --> 00:25:11: for this event sent on the write up from last
00:25:11 --> 00:25:15: year and it just warms my heart to know that
00:25:15 --> 00:25:19: somebody truly understands me and gets me and
appreciates the
00:25:19 --> 00:25:20: effort that I put in.
00:25:20 --> 00:25:22: And he's doing excellent now.
00:25:22 --> 00:25:26: The gentleman that. But my my young mentor,
00:25:26 --> 00:25:29: which is turning into an old soon to be him
00:25:30 --> 00:25:31: starting being a mentor,
00:25:31 --> 00:25:35: actually his fourth term. Proud to say he's my brother
00:25:35 --> 00:25:36: IBEW.
00:25:36 --> 00:25:40: Local 353 will be entering into his fifth term come
00:25:40 --> 00:25:41: May of this year.
00:25:41 --> 00:25:45: So that's just a little bit about me and how
00:25:45 --> 00:25:48: I feel about the NBA awards is that I really
00:25:48 --> 00:25:52: understand in my industry that if we do not hold
00:25:52 --> 00:25:56: up and applaud the. Industry leaders who are doing it
00:25:56 --> 00:25:58: right and doing it well.
00:26:00 --> 00:26:03: Then we will not encourage new behaviors,
00:26:03 --> 00:26:05: and that's exactly what the BD awards is.

00:26:05 --> 00:26:08: It's celebrating those in our industry and we know it's
00:26:08 --> 00:26:09: a tough industry,
00:26:09 --> 00:26:13: but it's celebrating those in our industry are interested and
00:26:13 --> 00:26:14: want to see diversity and change.
00:26:14 --> 00:26:17: And so I respect that and and just feel really
00:26:17 --> 00:26:20: blessed and thankful that I could be a part of
00:26:20 --> 00:26:20: it.
00:26:21 --> 00:26:24: Wonderful thank you Kimora. And that's just such a really
00:26:24 --> 00:26:27: beautiful story to see that he's in his fourth year
00:26:27 --> 00:26:29: or fourth term of his apprenticeship.
00:26:29 --> 00:26:33: Now is just incredible and you helped him,
00:26:33 --> 00:26:35: you know to to connect him and to make make
00:26:35 --> 00:26:38: sure that he had a smooth pathway into what could
00:26:38 --> 00:26:41: be a really tough and challenging journey.
00:26:41 --> 00:26:44: So congratulations, we respect you and you know,
00:26:44 --> 00:26:46: just thank you for your leadership.
00:26:46 --> 00:26:50: Kareema it is my pleasure to meet you officially and
00:26:50 --> 00:26:55: I'm looking forward to working with you and Metrolinx going
00:26:55 --> 00:26:56: forward.
00:26:56 --> 00:26:59: Tell us a little bit about you and your background.
00:26:59 --> 00:27:03: And yeah, you know what do you think the building?
00:27:03 --> 00:27:07: How do you think the building diversity awards you know
00:27:07 --> 00:27:08: applies to your work?
00:27:09 --> 00:27:13: Thanks, thank you, Rosemary. Very privileged to be here and
00:27:13 --> 00:27:15: honored to be here today.
00:27:15 --> 00:27:18: Amongst all of these esteemed panelists that we have here
00:27:18 --> 00:27:19: and you.
00:27:19 --> 00:27:22: Rosemary, yeah, so I'm mute in Metrolinx as the chief
00:27:22 --> 00:27:24: inclusion officer.
00:27:24 --> 00:27:25: I've been doing equity, diversity,
00:27:25 --> 00:27:28: inclusion work for over 15 years.
00:27:28 --> 00:27:32: I feel like I'm dating myself now and I've worked
00:27:32 --> 00:27:36: in many sectors with newcomer with with newcomers.
00:27:36 --> 00:27:41: With youth within communities. In social housing
00:27:41 --> 00:27:41: Park,
00:27:41 --> 00:27:44: where we we've done a lot of sort of community
00:27:44 --> 00:27:45: benefits.
00:27:45 --> 00:27:50: Type of programming. Like with this apprenticeships and
00:27:50 --> 00:27:55: relocation,
00:27:55 --> 00:27:56: especially in the region Park Community and my focus has
00:27:55 --> 00:27:56: been on access.

00:27:56 --> 00:28:03: So hearing about this building diversity awards is really important

00:28:03 --> 00:28:06: to me around access and opportunity.

00:28:06 --> 00:28:09: I'm from East Africa from Tanzania.

00:28:09 --> 00:28:13: And but I grew up in Thorncliffe and in Scarborough,

00:28:13 --> 00:28:16: so access and opportunity are part of who I am

00:28:16 --> 00:28:19: and how I navigate the world as a South Asian

00:28:19 --> 00:28:24: woman and trying to understand and putting those connections together

00:28:24 --> 00:28:25: are really important to me.

00:28:25 --> 00:28:31: So the building diversity awards really sounds like it showcases

00:28:31 --> 00:28:32: and supports EDI,

00:28:32 --> 00:28:35: which is often not recognized.

00:28:35 --> 00:28:38: The work is not recognized,

00:28:38 --> 00:28:40: so we know that we have to be intentional.

00:28:40 --> 00:28:44: About the work, we know that it takes a lot

00:28:44 --> 00:28:48: of effort to do this work in various communities.

00:28:48 --> 00:28:52: We know that we want to create pathways and opportunities

00:28:52 --> 00:28:55: for equally deserving communities and how we do that is

00:28:55 --> 00:28:59: really being intentional and recognizing and valuing that work is

00:28:59 --> 00:29:02: really important to me, especially as an EDI professional.

00:29:02 --> 00:29:07: To see this just really is important that we're recognizing

00:29:07 --> 00:29:10: the work and it's it's essential.

00:29:10 --> 00:29:13: Even if we're not fully there yet,

00:29:13 --> 00:29:16: at least recognizing that there are steps being made by

00:29:16 --> 00:29:19: so many people in the Community to create those pathways

00:29:19 --> 00:29:20: are really important.

00:29:20 --> 00:29:21: Thank you for the opportunity to be here today,

00:29:21 --> 00:29:22: Rosemary.

00:29:22 --> 00:29:25: Thank you, I mean it's a journey and a continuous

00:29:25 --> 00:29:26: improvement process,

00:29:26 --> 00:29:29: and so we can't expect perfection on day one,

00:29:29 --> 00:29:32: right? But together we can really create the change that

00:29:32 --> 00:29:35: we want to see and I'm really just so proud

00:29:35 --> 00:29:38: to see Metro lines in their hiring is really putting

00:29:38 --> 00:29:41: their money where their mouth is and saying that this

00:29:41 --> 00:29:44: is really important to them and really hiring people with

00:29:44 --> 00:29:47: the lived experience you know to be able to lead

00:29:47 --> 00:29:50: this work. So I'm looking forward to working with you.

00:29:50 --> 00:29:53: And congratulations on your new role.

00:29:53 --> 00:29:56: And, uh, yeah, why don't we get into some of

00:29:56 --> 00:30:00: the harder hitting questions and I will ask the first
00:30:00 --> 00:30:03: person to just feel free to jump in and then
00:30:03 --> 00:30:07: I'll try to just continue the engagement and and and
00:30:08 --> 00:30:11: pull people out as I think it's appropriate.
00:30:11 --> 00:30:16: So here's my first question for the entire panel.
00:30:16 --> 00:30:20: What are some specific issues that you are aware of
00:30:20 --> 00:30:23: from bipac communities black?
00:30:23 --> 00:30:28: Indigenous and people of color communities that your
organization's approach
00:30:28 --> 00:30:29: to diversity,
00:30:29 --> 00:30:31: equity, and inclusion can help to address.
00:30:31 --> 00:30:34: And what are some of the key initiatives and changes
00:30:34 --> 00:30:38: that you're undertaking in your organization or in your work?
00:30:38 --> 00:30:42: If you're an individual, not necessarily an organization to
create
00:30:42 --> 00:30:46: opportunities for these individuals and to advance the EI in
00:30:47 --> 00:30:49: the workplace and along question,
00:30:49 --> 00:30:50: but I think it gives us,
00:30:50 --> 00:30:53: you know, enough context to really be able to respond.
00:30:53 --> 00:30:55: Just don't know your own experience,
00:30:55 --> 00:30:57: so it's who wants to go.
00:30:57 --> 00:30:59: 1st Jump right in.
00:31:06 --> 00:31:08: I was gonna I was on mute so it had
00:31:08 --> 00:31:11: to happen once in this entire revenue.
00:31:11 --> 00:31:12: Apologies, I said
00:31:12 --> 00:31:16: Manuel Carla so so you're the you're the First off
00:31:16 --> 00:31:17: the bat.
00:31:17 --> 00:31:18: And I'm gonna probably
00:31:18 --> 00:31:20: maybe pass the baton a little bit,
00:31:20 --> 00:31:23: but I think you know what we're doing here at
00:31:23 --> 00:31:27: Metrolinx is indicative and just having kareema on board as
00:31:27 --> 00:31:30: you said and really recognizing that not only do we
00:31:30 --> 00:31:33: need to have somebody that is solely focused on looking
00:31:33 --> 00:31:36: at this through our organization,
00:31:36 --> 00:31:39: but how we behave as leaders of partners of the
00:31:39 --> 00:31:43: business into our projects and what we're actually delivering
for
00:31:43 --> 00:31:45: the people of the the GH,
00:31:45 --> 00:31:48: right? I think. For us,
00:31:48 --> 00:31:51: recognizing that and having that tied into our CEO directly
00:31:51 --> 00:31:54: was a very big step and a symbol not only
00:31:54 --> 00:31:54: to our staff,
00:31:54 --> 00:31:57: but the people that we work with that it is

00:31:57 --> 00:32:00: critical and central to part of the decisions that we

00:32:00 --> 00:32:01: make.

00:32:01 --> 00:32:04: And it is a lens that we we are looking

00:32:04 --> 00:32:04: at,

00:32:04 --> 00:32:06: and then it hasn't mentioned in terms of what we're

00:32:06 --> 00:32:07: doing specifically.

00:32:07 --> 00:32:09: You know, as leaders it's incumbent on us to really

00:32:09 --> 00:32:11: take that first step because no one is going to

00:32:11 --> 00:32:12: make it for us.

00:32:12 --> 00:32:16: And I really like your your point around continuous

improvement

00:32:16 --> 00:32:17: because you know.

00:32:17 --> 00:32:20: We can't turn the tide overnight,

00:32:20 --> 00:32:23: but we know that we're putting systems in place to

00:32:23 --> 00:32:26: really make sure that it's continuing and sustained and really

00:32:26 --> 00:32:29: embedded not only into what we do from a staffing

00:32:29 --> 00:32:31: level, but also and how what the expectations we have

00:32:31 --> 00:32:34: of the people that we're hiring the people that were

00:32:34 --> 00:32:38: working in the the actual fundamental services that we're

delivering.

00:32:38 --> 00:32:41: So I won't take up too much time and and

00:32:41 --> 00:32:43: pass it on to to others on the panel.

00:32:44 --> 00:32:47: Thank you very much. You know that's from an

organizations.

00:32:47 --> 00:32:48: A point of view like Metrolinx,

00:32:48 --> 00:32:51: which is an institution you know,

00:32:51 --> 00:32:54: Chris from a Union perspective.

00:32:54 --> 00:32:55: Do you have any thoughts on that?

00:32:56 --> 00:32:59: Initiatives from a Union perspective?

00:32:59 --> 00:33:04: OK, so the Union supports EDI.

00:33:06 --> 00:33:11: You know provincially and and through my local Union local

00:33:11 --> 00:33:11: 27.

00:33:11 --> 00:33:15: The carpenters union. I gotta give them a little props

00:33:15 --> 00:33:16: there.

00:33:16 --> 00:33:21: Look we we we? We promote community outreach all over

00:33:21 --> 00:33:27: the province and the the the equity diversity representatives.

00:33:27 --> 00:33:33: So I I pay attention mainly to to black indigenous

00:33:33 --> 00:33:37: people of color woman LGBTQ equity,

00:33:37 --> 00:33:41: seeking groups and others, right?

00:33:41 --> 00:33:47: That's that's my assignment. But but also.

00:33:47 --> 00:33:51: There there are other initiatives that time that we're we're

00:33:51 --> 00:33:52: taking.

00:33:52 --> 00:33:55: We're taking a close look at this spring,

00:33:55 --> 00:34:00: right? OK, the Union organization right is is expected to
00:34:00 --> 00:34:04: wrap up negotiations at the end of this month.
00:34:04 --> 00:34:06: Look, I'm a proud member.
00:34:06 --> 00:34:12: You know, I'm also the the chair of the Toronto
00:34:12 --> 00:34:14: community benefits.
00:34:14 --> 00:34:16: And like I said earlier,
00:34:16 --> 00:34:20: VP of Local 27. It's important to have the best
00:34:20 --> 00:34:21: wage function,
00:34:21 --> 00:34:27: benefits, and training. It's also important to pay attention to
00:34:27 --> 00:34:32: the health and safety of our membership and our or
00:34:32 --> 00:34:38: prospective members or current members or the next
generation of
00:34:38 --> 00:34:42: of tradespeople look, we all know in 2020 we had
00:34:42 --> 00:34:43: losses on site.
00:34:43 --> 00:34:47: Black Lives Matter protest George Floyd murdering on TV.
00:34:47 --> 00:34:51: Etcetera right? We are hoping.
00:34:51 --> 00:34:54: We are hoping with it with the community or the
00:34:54 --> 00:34:54: membership.
00:34:54 --> 00:35:02: We're hoping that the construction unions of Ontario will pay
00:35:02 --> 00:35:04: or take a stand and.
00:35:04 --> 00:35:10: Put wording in their collective agreement this month that
unequivocally
00:35:10 --> 00:35:13: state their position on harassment,
00:35:13 --> 00:35:20: racism, discrimination in their collective agreement.
00:35:20 --> 00:35:23: Right, we, we've openly denounce it now.
00:35:23 --> 00:35:26: We're opening after two years of of denouncing it.
00:35:26 --> 00:35:30: This is our big chance to put it in writing
00:35:30 --> 00:35:34: and have it in history that in 2020 this is
00:35:34 --> 00:35:35: the position.
00:35:35 --> 00:35:38: That we take right for the health and safety of
00:35:38 --> 00:35:41: all our membership and the next generation so that that
00:35:41 --> 00:35:44: is one of the biggest initiative I can think of
00:35:44 --> 00:35:47: at this moment. And, you know,
00:35:47 --> 00:35:49: we're hoping we're hoping a lot of we've been hearing
00:35:49 --> 00:35:51: a lot of positive feedback,
00:35:51 --> 00:35:52: so let's see what the industry,
00:35:52 --> 00:35:54: not just the carpenters, right?
00:35:54 --> 00:35:58: I feel strongly that it's going to be in our
00:35:58 --> 00:35:59: in our.
00:35:59 --> 00:36:02: Collective agreement, but not. It's not just about the
carpenters,
00:36:02 --> 00:36:04: it's about the plumbers, the electrician,
00:36:04 --> 00:36:07: the drywallers, the tapers, the laborers,

00:36:07 --> 00:36:10: the iron workers, everyone. So I'm hoping that they take
00:36:10 --> 00:36:12: us down and put it in their books and have
00:36:12 --> 00:36:15: very supportive boards so that that's the initiative that I
00:36:15 --> 00:36:17: could think of off the top of my head.
00:36:17 --> 00:36:19: Well, thank you, Chris. I want to move on to
00:36:19 --> 00:36:20: kimoi because Kimora,
00:36:20 --> 00:36:24: you're an individual and sometimes people feel you know
there's
00:36:24 --> 00:36:25: not much they can do.
00:36:25 --> 00:36:27: You know, I'm just I'm just a person,
00:36:27 --> 00:36:30: I'm just me. I'm just a worker.
00:36:30 --> 00:36:34: What are some of those initiatives that you've undertaken to
00:36:34 --> 00:36:37: create opportunities for for bipac communities?
00:36:38 --> 00:36:41: So before I start that I just wanted to share
00:36:41 --> 00:36:46: with people the importance of Chris's work and the
importance
00:36:46 --> 00:36:50: of the stand that the Carpenters Union has taken.
00:36:50 --> 00:36:53: Because we don't want to talk about these tough things.
00:36:53 --> 00:36:59: But traditionally unions have kept out people of multicultural
background,
00:36:59 --> 00:37:02: right? We can go into the history of it,
00:37:02 --> 00:37:05: but I choose to look at today because today we
00:37:05 --> 00:37:08: know better so we do better and I just want
00:37:08 --> 00:37:08: to.
00:37:08 --> 00:37:13: Highlight the fact that local 27 carpenters union is doing
00:37:13 --> 00:37:14: better.
00:37:14 --> 00:37:19: Right, having somebody like Chris in that position I see
00:37:20 --> 00:37:22: the hard work and I see.
00:37:22 --> 00:37:26: Having just like with Metrolinx having careena.
00:37:26 --> 00:37:32: Local 27 having Chris has just exponentially.
00:37:32 --> 00:37:38: Increased membership in the way that represents our city.
00:37:38 --> 00:37:41: Right, so fair, equitable employment for all.
00:37:41 --> 00:37:42: So thank you for that.
00:37:42 --> 00:37:45: And thank you guys local 27 for being a leader.
00:37:45 --> 00:37:49: And yes I I too am excited and hoping that
00:37:49 --> 00:37:54: that will get into the collective agreement for me personally.
00:37:54 --> 00:37:56: I try to ignore people when they say that I
00:37:57 --> 00:38:00: can't make change and then just work with the people
00:38:00 --> 00:38:03: that I can and doing that we have worked really
00:38:03 --> 00:38:07: hard. My brothers and sisters and I and we don't
00:38:07 --> 00:38:08: have a Chris yet.
00:38:08 --> 00:38:10: But we do have a human rights Rep and we
00:38:10 --> 00:38:14: have been working with our Union and asking for that

00:38:14 --> 00:38:16: for the last seven years and we achieved it in
00:38:16 --> 00:38:19: 2020. So that's the big thing.
00:38:19 --> 00:38:22: And the other thing that me and my brothers are
00:38:22 --> 00:38:25: really brothers and sisters are really proud of is that
00:38:25 --> 00:38:29: there is a division of the International Brotherhood of
Electrical
00:38:29 --> 00:38:32: Workers called the Electrical Workers Minority Caucus.
00:38:32 --> 00:38:36: That is something that is predominant in the US because
00:38:36 --> 00:38:40: of the more pervasive racism and challenges.
00:38:40 --> 00:38:45: And that group advocates for members of diverse
backgrounds in
00:38:46 --> 00:38:46: Canada.
00:38:46 --> 00:38:49: They had one. So Vancouver,
00:38:49 --> 00:38:52: it was opened up about five years ago and being
00:38:52 --> 00:38:54: one of the leaders in our districts,
00:38:54 --> 00:38:58: our district is District one whole of Canada.
00:38:58 --> 00:39:01: It was my honor and my pleasure to bring together
00:39:01 --> 00:39:03: a group of members,
00:39:03 --> 00:39:06: and we have officially a Rosemary because I know she's
00:39:06 --> 00:39:08: been along for the ride,
00:39:08 --> 00:39:11: been chartered as of March 2022,
00:39:11 --> 00:39:13: so very proud of that.
00:39:13 --> 00:39:15: We do a lot of initiatives.
00:39:15 --> 00:39:17: We get our Members talking.
00:39:17 --> 00:39:19: We do volunteer work. We go.
00:39:19 --> 00:39:23: To our communities. So those are some of the initiatives
00:39:23 --> 00:39:26: that the IBEW is a part of and leading and
00:39:26 --> 00:39:29: we look to carpenters Union as an example for where
00:39:29 --> 00:39:30: we want to be.
00:39:31 --> 00:39:34: Amazing thank you Kimoi and Kareema.
00:39:34 --> 00:39:38: I'm going to ask you another question that kind of
00:39:38 --> 00:39:39: builds on that a little,
00:39:39 --> 00:39:42: you know, we all know that what gets measured gets
00:39:42 --> 00:39:46: done and some lessons learned that we've had from existing
00:39:46 --> 00:39:47: community benefits agreements.
00:39:47 --> 00:39:51: Projects include the need for a central system for
subcontractors
00:39:51 --> 00:39:55: to report outcomes and for the project stakeholders to
effectively
00:39:56 --> 00:39:56: monitor,
00:39:56 --> 00:40:01: track and evaluate outcomes. How do you handle or plan
00:40:01 --> 00:40:02: to handle?
00:40:02 --> 00:40:07: In your new role, measurement and collecting of

disaggregated data
in the workplace.
00:40:07 --> 00:40:09: And on the job side,
00:40:09 --> 00:40:11: yeah, there are so many things that you could do.
00:40:11 --> 00:40:14: I think first you know really thinking about,
00:40:14 --> 00:40:17: you know, I think what Carla had mentioned right where
00:40:17 --> 00:40:20: we started with having a dedicated team on equity,
00:40:21 --> 00:40:23: diversity, inclusion. How do we engage with employees?
00:40:23 --> 00:40:29: Right to hear from them what the experiences are and
00:40:29 --> 00:40:33: then thinking about what are the things that we want
00:40:33 --> 00:40:37: to see happen.
00:40:37 --> 00:40:38: So first, where are we in terms of building this
00:40:38 --> 00:40:41: foundation of equity,
00:40:41 --> 00:40:42: diversity, inclusion to kind of understand?
00:40:42 --> 00:40:45: Where are we at right?
00:40:45 --> 00:40:47: So are we at the stage of where we're just
00:40:47 --> 00:40:49: talking about gender balance?
00:40:49 --> 00:40:51: Are we talking about intersectionality?
00:40:51 --> 00:40:53: Are we talking about places that we want to go
00:40:53 --> 00:40:56: in terms of building an inclusive culture and what that
00:40:56 --> 00:40:59: could potentially look like?
00:40:59 --> 00:41:00: And that takes time. As we mentioned,
00:41:00 --> 00:41:03: it's not something that happens overnight,
00:41:03 --> 00:41:04: so those indicators of success and what we measure.
00:41:04 --> 00:41:08: You know really, look at the bigger picture.
00:41:08 --> 00:41:11: So what is our strategy?
00:41:11 --> 00:41:12: And also that takes time.
00:41:12 --> 00:41:14: So one you want to be able to build that
00:41:14 --> 00:41:16: foundation of what are our values and principles on equity,
00:41:16 --> 00:41:20: diversity and inclusion. So that's the beginning point.
00:41:20 --> 00:41:23: And then how does? How do your values align with
00:41:23 --> 00:41:26: your systems?
00:41:26 --> 00:41:27: Do they align? So that's a checkpoint,
00:41:27 --> 00:41:29: right? Do they align? Not,
00:41:29 --> 00:41:31: not necessarily check box, but a checkpoint,
00:41:31 --> 00:41:34: right? Do they align? Do they have is EI built
00:41:34 --> 00:41:37: in to our recruitment practices?
00:41:37 --> 00:41:39: Is it built into our systems that exist currently?
00:41:39 --> 00:41:44: Does it look at career advancement?
00:41:44 --> 00:41:46: Where is that right? Can black indigenous racialized folks
00:41:46 --> 00:41:51: advance
00:41:51 --> 00:41:52: in the same way,

00:41:52 --> 00:41:54: and what are the barriers?

00:41:54 --> 00:41:58: So I think really understanding what the barriers exist within

00:41:59 --> 00:41:59: us,

00:41:59 --> 00:42:02: those processes are another piece of where do we need

00:42:02 --> 00:42:03: to go?

00:42:03 --> 00:42:07: And building that strategy to get to those indicators of

00:42:07 --> 00:42:07: success.

00:42:07 --> 00:42:11: There are many ways that we can measure in terms

00:42:11 --> 00:42:12: of KPI's,

00:42:12 --> 00:42:13: right? So where do we?

00:42:13 --> 00:42:18: But it's. It's not as clear cut because the feeling

00:42:19 --> 00:42:20: of belonging.

00:42:20 --> 00:42:23: Is you know something that you build on right?

00:42:23 --> 00:42:25: It's a sense of belonging,

00:42:25 --> 00:42:28: but there are many ways that you can get there.

00:42:28 --> 00:42:33: You know. Are people trained in unconscious bias on anti

00:42:33 --> 00:42:34: racism right?

00:42:34 --> 00:42:37: Do we go into? We should be going into anti

00:42:37 --> 00:42:38: black racism right?

00:42:38 --> 00:42:41: Specifically right? Are we looking at where we are on

00:42:41 --> 00:42:46: that trajectory around training and building awareness and

00:42:46 --> 00:42:49: building capacity

00:42:46 --> 00:42:49: of leaders and what is inclusive leadership look like right?

00:42:49 --> 00:42:51: So do we have things coming up?

00:42:51 --> 00:42:55: Basically the top down, but also the ground up right

00:42:55 --> 00:42:58: as you know Kimoi said we are all agents of

00:42:58 --> 00:42:58: change.

00:42:58 --> 00:43:01: We all have ideas that we want to share and

00:43:01 --> 00:43:05: building up those ideas and making sure there's two way

00:43:05 --> 00:43:09: approach right from the grassroots as well as from the

00:43:09 --> 00:43:13: leadership and meeting halfway. So there are many ways

00:43:13 --> 00:43:16: that

00:43:13 --> 00:43:16: you can look at these indicators of success and KPI's,

00:43:16 --> 00:43:19: but those are some things that I think people need

00:43:19 --> 00:43:20: to do in the process to get there.

00:43:22 --> 00:43:25: Well, thank you very much and just Chris from a

00:43:25 --> 00:43:26: Union perspective.

00:43:26 --> 00:43:29: Is there anything else that you would add in terms

00:43:29 --> 00:43:31: of disaggregated data?

00:43:31 --> 00:43:34: I know that it's been a bit challenging,

00:43:34 --> 00:43:39: especially with the consciousness around privacy and

00:43:34 --> 00:43:39: confidentiality to collecting.

00:43:41 --> 00:43:48: Yeah, collecting and tracking data information that's that's

has been
00:43:48 --> 00:43:50: a challenge,
00:43:50 --> 00:43:54: whether from a Union perspective.
00:43:54 --> 00:44:01: A company perspective. Local municipality's perspective.
00:44:01 --> 00:44:03: It's it's. It's a big challenge,
00:44:03 --> 00:44:13: right? Look it's it's uhm.
00:44:13 --> 00:44:17: It's very important and and it's it's relevant in in
00:44:17 --> 00:44:18: my industry.
00:44:18 --> 00:44:21: But if if you collect the information right,
00:44:21 --> 00:44:26: you're better able to serve the communities around Ontario.
00:44:26 --> 00:44:30: It eventually exposed in a good way where the government
00:44:31 --> 00:44:35: needs to spend money the most on training and recruiting
00:44:35 --> 00:44:39: and and it will give them idea as to how
00:44:39 --> 00:44:42: you know if you need to import skilled workers or
00:44:42 --> 00:44:42: not,
00:44:42 --> 00:44:48: right? Because you have the data on what's happening right.
00:44:48 --> 00:44:53: You also need need need.
00:44:53 --> 00:44:58: To collect a little bit of more detail information right,
00:44:58 --> 00:45:01: you know whether you know the the.
00:45:01 --> 00:45:04: The If you're male or female or culture what what
00:45:04 --> 00:45:06: your your sexual orientation?
00:45:06 --> 00:45:09: Because that's important now and your race.
00:45:09 --> 00:45:14: Your culture. If you're from equity seeking groups right?
00:45:14 --> 00:45:16: All of those information are important.
00:45:16 --> 00:45:20: And also like I think someone said earlier about
intersectionality
00:45:21 --> 00:45:23: because a lot of those you're living in Toronto,
00:45:23 --> 00:45:25: you're living in Ontario. There.
00:45:25 --> 00:45:30: There are a lot of intersectionality within within the different
00:45:30 --> 00:45:31: categories.
00:45:31 --> 00:45:36: OK, so the the important time it's important that the
00:45:36 --> 00:45:41: information be broken down if the information is not broken
00:45:41 --> 00:45:42: down,
00:45:42 --> 00:45:43: we're we're, you know it.
00:45:43 --> 00:45:48: Time we we are. Whoever is collecting the data and
00:45:48 --> 00:45:49: putting it out.
00:45:49 --> 00:45:53: It will be vague or or or it'll be unintentionally,
00:45:53 --> 00:45:55: not necessarily there. The intent is to be a bad
00:45:55 --> 00:45:55: person,
00:45:55 --> 00:46:00: but it was unintentionally misleading the community.
00:46:01 --> 00:46:04: Right, for instance, if you if you have.
00:46:04 --> 00:46:07: If you give me a percentage of of of women

00:46:07 --> 00:46:09: in the construction industry,
00:46:09 --> 00:46:11: OK, the the the, the,
00:46:11 --> 00:46:14: the percentage of women in the industry in Toronto may
00:46:14 --> 00:46:17: be different from the percentage of of women in the
00:46:17 --> 00:46:19: industry in in in Thunder Bay.
00:46:19 --> 00:46:23: So you have to break it down a little bit
00:46:23 --> 00:46:26: and then you probably have to get into.
00:46:26 --> 00:46:30: Minority or or black indigenous people of color for it
00:46:30 --> 00:46:31: to be more accurate,
00:46:31 --> 00:46:36: right? For instance. Another point is that the,
00:46:36 --> 00:46:41: for instance, if you were to recruit 500 people from
00:46:41 --> 00:46:45: the Community and over over the first year,
00:46:45 --> 00:46:49: the second year, and the third year you need to
00:46:49 --> 00:46:52: track what has happened over those years.
00:46:52 --> 00:46:56: Because if you don't track it and have good data,
00:46:56 --> 00:46:58: all you're doing is is keep.
00:46:58 --> 00:47:02: Recycling and and just putting on a show and and
00:47:02 --> 00:47:06: this may lead to to folks feeling that all you're
00:47:06 --> 00:47:10: doing with your with your data is is is bamboozling
00:47:10 --> 00:47:12: them misleading.
00:47:12 --> 00:47:16: We want them. We definitely don't want that.
00:47:16 --> 00:47:17: All right,
00:47:17 --> 00:47:20: I want you. I want us to keep relevant data.
00:47:20 --> 00:47:22: Yes, just that just vague,
00:47:22 --> 00:47:25: relevant local data to serve us better.
00:47:26 --> 00:47:28: Thank you. Thank you very much.
00:47:28 --> 00:47:30: And so I just have one more question because I'd
00:47:30 --> 00:47:33: like to take the time to hear some questions from
00:47:33 --> 00:47:34: the audience.
00:47:34 --> 00:47:35: So if the audience has any questions,
00:47:35 --> 00:47:39: please do put them in the in the chat or
00:47:39 --> 00:47:39: the Q&A.
00:47:39 --> 00:47:42: Sorry and I'll try my best to get to them
00:47:42 --> 00:47:44: before we close out the panel.
00:47:44 --> 00:47:48: I'm just going to. Ask one question and everyone doesn't
00:47:48 --> 00:47:50: need to answer necessarily,
00:47:50 --> 00:47:54: so let's just give a minute for this,
00:47:54 --> 00:47:57: but maybe I can ask Carla directly,
00:47:57 --> 00:47:59: you know, as a major institution,
00:47:59 --> 00:48:03: how does your organization support the EI within your supply
00:48:03 --> 00:48:04: chain?
00:48:04 --> 00:48:07: You know, we've already heard from Kareema and Chris,

00:48:07 --> 00:48:12: you know, just there's already the challenge of getting the
00:48:12 --> 00:48:12: data.
00:48:12 --> 00:48:16: Even you know your own institution where you have control
00:48:16 --> 00:48:17: over the information.
00:48:17 --> 00:48:20: Passing that down to the supply chain and the requirements
00:48:21 --> 00:48:25: for community benefits agreements to your partners and your
suppliers.
00:48:25 --> 00:48:28: And you know, for the unions their employer partners,
00:48:28 --> 00:48:31: you know? What are some of the structures you know
00:48:32 --> 00:48:35: the tools that you have in place that can ensure
00:48:35 --> 00:48:37: that your values around equality,
00:48:37 --> 00:48:40: diversity and inclusion gets passed down to those who have
00:48:40 --> 00:48:42: contractual relationships with you.
00:48:43 --> 00:48:46: So I mean, I think there's three parts of that
00:48:46 --> 00:48:46: puzzle.
00:48:46 --> 00:48:50: In my view, the first is commitment and leadership from
00:48:50 --> 00:48:50: the top,
00:48:50 --> 00:48:52: and we have that from our CEO.
00:48:52 --> 00:48:54: You've seen that, and we've talked about that,
00:48:54 --> 00:48:58: and we talked about how the tone is set and
00:48:58 --> 00:49:00: it permeates what we're doing.
00:49:00 --> 00:49:02: The second part, that I would say,
00:49:02 --> 00:49:04: is, you're right that you know what gets measured,
00:49:04 --> 00:49:07: gets done, and so while it's difficult to get the
00:49:07 --> 00:49:08: data,
00:49:08 --> 00:49:10: you've got to start by getting it so we really
00:49:10 --> 00:49:11: can.
00:49:11 --> 00:49:13: We encourage, and we work with.
00:49:13 --> 00:49:18: Our contracting community through our procurement
practices the language in
00:49:18 --> 00:49:21: our contract and documents the relationships we actually
have to
00:49:21 --> 00:49:24: make sure that we are setting some benchmarks.
00:49:24 --> 00:49:28: If you will, or some some aspirations and really
understanding
00:49:28 --> 00:49:30: what are we trying to achieve here,
00:49:30 --> 00:49:32: are we aligned to those objectives?
00:49:32 --> 00:49:35: And the third part of that bucket is relationships,
00:49:35 --> 00:49:37: relationships, relationships. We need to be aligned.
00:49:37 --> 00:49:40: We want to partner with like minded groups in the
00:49:40 --> 00:49:44: Community like the TC BN but also with municipalities.
00:49:44 --> 00:49:47: You also have a very big interest in this space,
00:49:47 --> 00:49:50: and then we galvanized all of that and things that

00:49:50 --> 00:49:52: we could actually hold on to.

00:49:52 --> 00:49:54: So we have some lessons for sure,

00:49:54 --> 00:49:58: from the Eglinton Crosstown around that statement of declaration really

00:49:58 --> 00:50:00: having work groups with all of the parties involved,

00:50:00 --> 00:50:03: so everybody's at the table learning and listening to the

00:50:03 --> 00:50:04: same thing,

00:50:04 --> 00:50:08: but actually also capturing that data and formalizing that in

00:50:08 --> 00:50:11: a way that it is transparent and it's visible,

00:50:11 --> 00:50:13: not in a way to shame anybody.

00:50:13 --> 00:50:14: Not in a way to.

00:50:14 --> 00:50:18: To kind of make sure that one person is kind

00:50:18 --> 00:50:21: of seen better than the other,

00:50:21 --> 00:50:24: but really to give us full line of sight as

00:50:24 --> 00:50:25: to what's working.

00:50:25 --> 00:50:27: What's not working? How do we get there?

00:50:27 --> 00:50:31: Because sometimes you go into the process thinking that.

00:50:31 --> 00:50:33: You will be able to achieve on a certain path

00:50:33 --> 00:50:36: and it doesn't always end up that way,

00:50:36 --> 00:50:39: so that idea of always learning on that journey and

00:50:39 --> 00:50:43: coming back and really embedding it into the systems and

00:50:43 --> 00:50:46: really making them sustainable and long lasting is how we

00:50:46 --> 00:50:49: we want to really do that as an organization.

00:50:49 --> 00:50:53: Thank you Carla, and I'm looking at the chat.

00:50:53 --> 00:50:55: Sorry the Q&A function right now.

00:50:55 --> 00:50:57: I see two questions. One of them,

00:50:57 --> 00:51:01: I believe you've already answered and again the other one

00:51:01 --> 00:51:02: is directed to Metrolinx,

00:51:02 --> 00:51:05: so perhaps Karima you can weigh in on this and

00:51:05 --> 00:51:09: it said it says that from Metrolinx so many land

00:51:09 --> 00:51:13: developers are hesitant to set targets because they can't be

00:51:13 --> 00:51:17: sure if they'll meet them when setting targets at Metrolinx.

00:51:17 --> 00:51:19: How have you overcome anxiety or concern?

00:51:20 --> 00:51:21: About not meeting targets.

00:51:22 --> 00:51:24: So, So what we've set is

00:51:24 --> 00:51:26: targets, but they are aspirational,

00:51:26 --> 00:51:29: right? And so the the idea here is that you

00:51:29 --> 00:51:31: you can't be afraid either.

00:51:31 --> 00:51:33: You can't be afraid to fail.

00:51:33 --> 00:51:36: Sometimes that allows you to kind of look at new

00:51:36 --> 00:51:39: opportunities and really push the bar and move the bar.

00:51:39 --> 00:51:42: So I think the challenge here is not to be

00:51:42 --> 00:51:45: punitive in your view and in your approach of how
00:51:45 --> 00:51:48: you actually set the aspiration or the target.
00:51:48 --> 00:51:50: Everybody wants to do better.
00:51:50 --> 00:51:51: You know when you know better,
00:51:51 --> 00:51:53: you do better and we want to be able to
00:51:53 --> 00:51:53: kind of.
00:51:53 --> 00:51:55: Put those things in place.
00:51:55 --> 00:51:57: We also know that sometimes you need a little bit
00:51:57 --> 00:51:58: of a nudge.
00:51:58 --> 00:51:59: You got to be leaders.
00:51:59 --> 00:52:03: We got to be forward thinking and leading thinking so
00:52:03 --> 00:52:05: it's difficult for sure.
00:52:05 --> 00:52:09: And I think that, as Rosemary mentioned at the top,
00:52:09 --> 00:52:12: really understanding that it is a journey and that we're
00:52:12 --> 00:52:14: progressive in this journey,
00:52:14 --> 00:52:16: right? You do a little bit more over time.
00:52:16 --> 00:52:19: You be what's practical. You reassess,
00:52:19 --> 00:52:22: you look and see what's working and what's not working
00:52:22 --> 00:52:23: and having that mindset.
00:52:23 --> 00:52:26: Going into it is to me the recipe for
00:52:26 --> 00:52:28: success and at the root of it is.
00:52:28 --> 00:52:30: This is not a punitive measure.
00:52:30 --> 00:52:35: This is ultimately a positive outcome based approach that we
00:52:35 --> 00:52:37: would that we apply.
00:52:39 --> 00:52:40: I think it's also the goals,
00:52:40 --> 00:52:45: right? So if you're developing these if you're being intentional
00:52:45 --> 00:52:48: about what that looks like and you have these targets,
00:52:48 --> 00:52:51: that sends a signal that this is important,
00:52:51 --> 00:52:56: we value this. It's important and we believe in it,
00:52:56 --> 00:52:59: so you know progression on that journey like Carla
00:52:59 --> 00:53:03: mentioned,
00:53:03 --> 00:53:06: is really important. One to see it happening and saying
00:53:06 --> 00:53:08: you know this is important to our values and who
00:53:08 --> 00:53:10: we are as an organization.
00:53:10 --> 00:53:12: And who we partner with then?
00:53:12 --> 00:53:15: Who comes along on that journey is really important.
00:53:15 --> 00:53:18: OK, well thank you. Go ahead.
00:53:18 --> 00:53:20: Yes please we're in.
00:53:21 --> 00:53:25: Yeah. I love the the ideology coming from Carla and
00:53:25 --> 00:53:29: Karima and I I I believe it's built on what
00:53:29 --> 00:53:35: Chris is was originally talking about in terms of collecting
00:53:35 --> 00:53:39: the data so that we have really clear objectives as

00:53:39 --> 00:53:43: to where the improvement needs to happen and I just
00:53:43 --> 00:53:46: wanted to clearly state to everybody.
00:53:46 --> 00:53:49: This is generally a challenge for the Union and I
00:53:49 --> 00:53:51: have the same approach as Carla.
00:53:51 --> 00:53:53: It's not punitive and I don't care.
00:53:53 --> 00:53:54: That's happened in the past,
00:53:54 --> 00:53:57: right? We understand why those systems were in place,
00:53:57 --> 00:53:59: but we're different society. Now,
00:53:59 --> 00:54:02: different human beings and one of the things I ask
00:54:02 --> 00:54:06: people on this call and for contractors and just everyday
00:54:06 --> 00:54:08: citizens dealing with the unions,
00:54:08 --> 00:54:12: is start asking them for those statistics.
00:54:12 --> 00:54:15: Right, because I find when you ask them then it
00:54:15 --> 00:54:17: challenges people to say oh wait a second.
00:54:17 --> 00:54:22: This is something that I should know because the history
00:54:22 --> 00:54:27: of the unions is nepotistic and to promote that nepotistic
00:54:27 --> 00:54:32: history they have this created a culture of not collecting
00:54:32 --> 00:54:36: the data and that's why Chris is speaking so passionately
00:54:36 --> 00:54:38: about collecting good data,
00:54:38 --> 00:54:42: proper data and making great analysis.
00:54:42 --> 00:54:45: Off of that. Right, so I just wanted to add
00:54:45 --> 00:54:47: that piece in so for all of you on the
00:54:47 --> 00:54:51: call who are going to be interacting with unions with
00:54:51 --> 00:54:54: other companies, start asking for those statistics because if
we
00:54:54 --> 00:54:57: start asking for them then my Union has to start
00:54:57 --> 00:54:58: collecting them.
00:54:58 --> 00:55:02: Thank you Kimoi and we only have like a minute
00:55:02 --> 00:55:06: left and so here is a very important question for
00:55:06 --> 00:55:08: Metrolinx again.
00:55:08 --> 00:55:11: Metrolinx how can we be intentional around EI if we
00:55:11 --> 00:55:14: do not include the community or DI language in the
00:55:15 --> 00:55:19: project agreements on the four new federally funded projects
by
00:55:19 --> 00:55:23: Metrolinx in Toronto. Community benefits was in the project
agreement
00:55:23 --> 00:55:25: language for Finch and Eglinton.
00:55:25 --> 00:55:28: It's good good timing to set the record,
00:55:28 --> 00:55:29: good
00:55:29 --> 00:55:32: timing, and then maybe I'll hand it.
00:55:32 --> 00:55:35: So what I'd say is we do have language in
00:55:35 --> 00:55:39: our in our agreements we have the aspirations and we
00:55:39 --> 00:55:43: also actually have systems in place to kind of help

00:55:43 --> 00:55:47: reinforce those expectations. I think maybe what is being misconstrued

00:55:47 --> 00:55:50: a little bit is the idea of how do we

00:55:50 --> 00:55:53: really continue some of the learnings that we had from

00:55:53 --> 00:55:58: Eglinton Crosstown and where do we embed the actual requirements

00:55:58 --> 00:55:58: right?

00:55:58 --> 00:56:02: And whether that is in the PA itself or in

00:56:02 --> 00:56:02: the.

00:56:02 --> 00:56:07: Uh, standalone. Declaration that was done for Eglinton Crosstown and

00:56:07 --> 00:56:11: we believe there's many ways to address what we have

00:56:12 --> 00:56:13: to go in there.

00:56:13 --> 00:56:16: So we we think that we have a robust program

00:56:16 --> 00:56:16: in place.

00:56:16 --> 00:56:20: I want to say that today we're talking particularly around

00:56:20 --> 00:56:23: jobs and really making sure that we have a job

00:56:23 --> 00:56:25: availability and equitable access for all.

00:56:25 --> 00:56:29: As we talked about, but our community benefits and supports

00:56:29 --> 00:56:33: program written large at Metrolinx does have three other pillars

00:56:33 --> 00:56:34: around shopping,

00:56:34 --> 00:56:37: locally, supplying. Locally also making sure that we leave the

00:56:37 --> 00:56:39: community better than we left it,

00:56:39 --> 00:56:41: and then also partnering with the Community,

00:56:41 --> 00:56:45: the the cities, the municipalities around improvements and other community

00:56:45 --> 00:56:48: traditional community benefits like community centers,

00:56:48 --> 00:56:50: libraries, schools and so forth.

00:56:50 --> 00:56:52: That kind of build into development.

00:56:52 --> 00:56:54: So I I think that we have a good strategy.

00:56:54 --> 00:56:58: It's broad and I think that we have different mechanisms

00:56:58 --> 00:57:01: in how we let me for lack of better term

00:57:01 --> 00:57:01: use,

00:57:01 --> 00:57:04: contractualism or commercialized. The expectation to make sure that you

00:57:05 --> 00:57:06: know what we want to get done.

00:57:06 --> 00:57:06: It's done.

00:57:07 --> 00:57:11: Wonderful thank you very much and so let's wrap up

00:57:11 --> 00:57:14: this segment and close off.

00:57:14 --> 00:57:16: But before I go, I'd love to hear from each

00:57:16 --> 00:57:16: of you.

00:57:16 --> 00:57:18: Just real quick two seconds.

00:57:18 --> 00:57:20: What advice would you give to an individual who's thinking
00:57:20 --> 00:57:22: about a career in construction industry?
00:57:22 --> 00:57:25: And for those who are already seasoned professionals on this
00:57:25 --> 00:57:25: call,
00:57:25 --> 00:57:28: what advice would you give them to help welcome this
00:57:28 --> 00:57:29: new individual?
00:57:29 --> 00:57:32: And I'm going to take from Kemoy and then Chris
00:57:32 --> 00:57:34: and then Carla and Karima real quickly.
00:57:35 --> 00:57:39: I would say there's lots of wonderful community
00:57:39 --> 00:57:41: organizations,
00:57:41 --> 00:57:44: TCPN being one of them.
00:57:44 --> 00:57:46: I would say my career would have been a very
00:57:46 --> 00:57:48: different and much easier.
00:57:49 --> 00:57:51: Get yourself a mentor.
00:57:51 --> 00:57:54: As a Rep as a Rep,
00:57:54 --> 00:58:00: I would say 90% of the work in Toronto on
00:58:00 --> 00:58:01: their infrastructure projects on these billions of dollar projects
00:58:01 --> 00:58:04: are
00:58:04 --> 00:58:09: unionized.
00:58:09 --> 00:58:13: The best pension wages training,
00:58:13 --> 00:58:17: a sense of belonging contractors like Metrolinx that cares that
00:58:17 --> 00:58:21: send their representative here to to to speak and and
00:58:21 --> 00:58:26: and and and express that they're they're they're getting better
00:58:26 --> 00:58:29: and better at taking. Care of their workers?
00:58:29 --> 00:58:34: The Toronto community benefits our dear leader or fearless
00:58:34 --> 00:58:36: leader,
00:58:36 --> 00:58:37: Rosemary Powell, who is here to represent,
00:58:37 --> 00:58:39: recruit, and just be the the best leader that she
00:58:39 --> 00:58:42: can be and look.
00:58:42 --> 00:58:42: I want to thank all of you.
00:58:42 --> 00:58:45: Thank all of you for taking the time out of
00:58:45 --> 00:58:45: your day and especially you came on because I know
00:58:45 --> 00:58:47: you're.
00:58:47 --> 00:58:49: I think you're working at Metrolinx and I know you're
00:58:49 --> 00:58:51: probably.
00:58:51 --> 00:58:55: I don't know if you work something out today.
00:58:55 --> 00:58:58: I'm hoping I'm hoping you do.
00:58:58 --> 00:59:00: So you know this is special.
00:59:02 --> 00:59:03: This is, you know, heartwarming to see that we can
00:59:03 --> 00:59:03: put our differences aside and pull in One Direction.
00:59:03 --> 00:59:03: Thank you. Thank you for having me go ahead.
00:59:03 --> 00:59:03: Thank you, Chris. Carla,

00:59:03 --> 00:59:06: Rosemary. What I would say to those folks is that
00:59:06 --> 00:59:09: a career in construction doesn't mean that you're actually
00:59:09 --> 00:59:10: having
00:59:10 --> 00:59:12: to do construction yourself.
00:59:12 --> 00:59:15: There are lots of aspects into this and I would
00:59:15 --> 00:59:15: just say in our relationship I feel you reached out
00:59:15 --> 00:59:15: to me.
00:59:15 --> 00:59:18: We got connected outside of me even being in the
00:59:18 --> 00:59:19: role that I am right now.
00:59:19 --> 00:59:22: And it wasn't even directly connecting to Eglinton Crosstown.
00:59:22 --> 00:59:25: It was totally separate. So that idea of really making
00:59:25 --> 00:59:29: those connections and understanding that your career path,
00:59:29 --> 00:59:32: although the industry you're in the disciplines are very,
00:59:32 --> 00:59:34: very wide. So be very,
00:59:34 --> 00:59:34: very open to that.
00:59:36 --> 00:59:38: Thank you and Karima. You can take it away
00:59:38 --> 00:59:42: all right. Thank you. Yeah in terms of your question,
00:59:42 --> 00:59:45: I think it's really important to think about what you
00:59:45 --> 00:59:45: want to do.
00:59:45 --> 00:59:48: Explore it, talk to people that are actually in the
00:59:48 --> 00:59:49: roles right now.
00:59:50 --> 00:59:52: Gets, you know, speak to kamoj.
00:59:52 --> 00:59:54: Speak to people that are in the field.
00:59:54 --> 00:59:56: That can really, you know,
00:59:56 --> 00:59:58: help you figure out what you want to do if
00:59:58 --> 00:59:59: that's if that's the passion.
00:59:59 --> 01:00:01: And that's where you want to go with it.
01:00:01 --> 01:00:03: And I think it's really important to think about.
01:00:03 --> 01:00:06: Like you said, mentorship. On boarding,
01:00:06 --> 01:00:08: what does that look like?
01:00:08 --> 01:00:11: Find someone that you know that can help lead you
01:00:11 --> 01:00:13: on that path and can help kind of help you
01:00:13 --> 01:00:16: navigate what that could look like,
01:00:16 --> 01:00:17: and I'm like a lovely note.
01:00:17 --> 01:00:20: Thank you everyone. I want to thank the Urban Land
01:00:20 --> 01:00:21: Institute,
01:00:21 --> 01:00:26: Toronto for your support and leadership in organizing this
01:00:26 --> 01:00:30: event.
01:00:26 --> 01:00:30: Take care everyone. Thank you everyone for coming out and
01:00:30 --> 01:00:33: being among us and see you at the building Diversity
01:00:33 --> 01:00:35: Awards May 10 in the evening,
01:00:35 --> 01:00:37: but you're. Dancing shoes on.
01:00:39 --> 01:00:43: Be there. Army square

01:00:44 --> 01:00:45: yeah.

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