



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
groups who
00:09:37 --> 00:09:40: are members we work with.
00:09:40 --> 00:09:44: All levels of governments. We support six community benefits
projects
00:09:44 --> 00:09:45: right now,
00:09:45 --> 00:09:49: starting with the Eglinton Crosstown project and across these
projects.
00:09:49 --> 00:09:53: We've had over \$17 million spent on local businesses and
00:09:53 --> 00:09:54: social enterprises.
00:09:54 --> 00:09:57: We have 12 of the largest construction unions who are
00:09:57 --> 00:10:00: members of the Toronto Community Benefits Network and as
a
00:10:00 --> 00:10:04: result of these community benefits agreements that we've
been supporting
00:10:04 --> 00:10:07: over the last five years or so,
00:10:07 --> 00:10:09: we've seen over 2000 people hired,
00:10:09 --> 00:10:11: so Community benefits is working.
00:10:11 --> 00:10:16: Next, slide, please. And last year we were pleased to
00:10:16 --> 00:10:20: have Alice Don as our main sponsor and Akon and
00:10:21 --> 00:10:26: other construction industry partners who were there with us
all
00:10:26 --> 00:10:30: the way. And thanks to the CBC for having been
00:10:30 --> 00:10:31: our sponsor.
00:10:31 --> 00:10:39: Next slide, please. So the building diversity awards will
recognize
00:10:39 --> 00:10:40: an award.
00:10:40 --> 00:10:46: Exemplary construct. Contractors, unions and client owners,
00:10:46 --> 00:10:49: as well as industry champions who are leading on equity,
00:10:49 --> 00:10:52: diversity and inclusion to increase the participation of black,
00:10:52 --> 00:10:56: indigenous and racialized workers, including youth,
00:10:56 --> 00:10:59: women and newcomers within their organizations.
00:10:59 --> 00:11:03: Recipients of this award will be recognized at the award
00:11:03 --> 00:11:05: celebration that is taking place.
00:11:05 --> 00:11:10: On May 10, 2022. Award recipients will be recognized for
00:11:10 --> 00:11:14: one or more steps that they are taking that.
00:11:14 --> 00:11:19: Compares or correspond to the global diversity and inclusion
benchmarks.
00:11:19 --> 00:11:24: Next slide, please. As you can see,
00:11:24 --> 00:11:27: we've already gotten started. The first step was to look
00:11:27 --> 00:11:31: 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 buildingdiversity.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
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: communities like Regent
00:27:41 --> 00:27:44: 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,
00:27:50 --> 00:27:55: 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.
00:57:48 --> 00:57:49: Get yourself a mentor.
00:57:49 --> 00:57:51: As a Rep as a Rep,
00:57:51 --> 00:57:54: I would say 90% of the work in Toronto on
00:57:54 --> 00:58:00: their infrastructure projects on these billions of dollar projects
00:58:00 --> 00:58:01: are
00:58:01 --> 00:58:04: unionized.
00:58:04 --> 00:58:09: The best pension wages training,
00:58:09 --> 00:58:13: a sense of belonging contractors like Metrolinx that cares that
00:58:13 --> 00:58:17: send their representative here to to to speak and and
00:58:17 --> 00:58:21: and and and express that they're they're they're getting better
00:58:21 --> 00:58:26: and better at taking. Care of their workers?
00:58:26 --> 00:58:29: The Toronto community benefits our dear leader or fearless
00:58:29 --> 00:58:34: leader,
00:58:34 --> 00:58:36: Rosemary Powell, who is here to represent,
00:58:36 --> 00:58:37: recruit, and just be the the best leader that she
00:58:37 --> 00:58:39: can be and look.
00:58:39 --> 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 --> 00:58:47: your day and especially you came on because I know
00:58:47 --> 00:58:49: you're.
00:58:49 --> 00:58:51: I think you're working at Metrolinx and I know you're
00:58:51 --> 00:58:55: probably.
00:58:55 --> 00:58:58: I don't know if you work something out today.
00:58:58 --> 00:59:00: I'm hoping I'm hoping you do.
00:59:00 --> 00:59:03: So you know this is special.
00:59:03 --> 00:59:05: This is, you know, heartwarming to see that we can
00:59:05 --> 00:59:08: put our differences aside and pull in One Direction.
00:59:08 --> 00:59:11: Thank you. Thank you for having me go ahead.
00:59:11 --> 00:59:14: 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 --> 00:59:18: to me.
00:59:18 --> 00:59:19: We got connected outside of me even being in the
00:59:19 --> 00:59:22: role that I am right now.
00:59:22 --> 00:59:25: And it wasn't even directly connecting to Eglinton Crosstown.
00:59:25 --> 00:59:29: It was totally separate. So that idea of really making
00:59:29 --> 00:59:32: those connections and understanding that your career path,
00:59:32 --> 00:59:34: although the industry you're in the disciplines are very,
00:59:34 --> 00:59:34: very wide. So be very,
00:59:34 --> 00:59:36: 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.
00:59:49 --> 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.
01:00:30 --> 01:00:33: Take care everyone. Thank you everyone for coming out and
01:00:33 --> 01:00:35: being among us and see you at the building Diversity
01:00:35 --> 01:00:37: Awards May 10 in the evening,
01:00:37 --> 01:00:39: 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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