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**From:** Ameen Binwalee [REDACTED]  
**Sent:** February 16, 2022 5:03 PM  
**To:** Chair of Metrolinx <[Chair@metrolinx.com](mailto:Chair@metrolinx.com)>  
**Cc:** CEO Correspondence <[CEOCorrespondence@metrolinx.com](mailto:CEOCorrespondence@metrolinx.com)>  
**Subject:** To the Chair of Metrolinx- Urgent

To the Chair of Metrolinx Board,

We at Out of the Box Social Enterprise are concerned about Metrolinx’s approach to its Community Benefits Agreement as part of the three new transit projects undergoing planning and procurement (Scarborough Subway Extension, Eglinton West and Ontario Line) totalling approx. \$30B in project value. It has recently come to our attention that Metrolinx is seeking to implement its Community Benefits Agreement in a “slightly different approach” that may significantly impact TCBN, community partners and our collective advocacy for good jobs and inclusive local economic development. We need a commitment to ensure that the diversity of the workers on the Ontario Line project reflects the diversity of Toronto and neighbourhoods where this project will impact.

To note, there are four key areas that are of concern to us, this includes:

- - **Community Engagement:** To date, there has been no public engagement or information shared about Metrolinx’s plan for Community Benefits Agreement as part of its three new transit projects even though contracts have already been awarded. We need to put the "community" in community benefits!
  - **Minimum Equity Hiring Targets:** The importance of minimum employment thresholds for Indigenous, Black, People of Colour and Women in Apprenticeships and Journeypersons positions as well as including employment pathways to Professional, Administrative and Technical positions
  - **Social Procurement:** The importance of ensuring the general contractors and sub contractors provide contract opportunities to local businesses, diverse owned businesses or social enterprises as part of the requirements for Community Benefits Agreements
- Key process areas including project specific **Community Benefits**

**table/working group** to develop and implement CBA deliverables and accountability mechanisms like tracking, monitoring and reporting

Metrolinx will be bringing a report on the Community Benefits Implementation Plan and Proposal to its Board of Directors as part of an in-camera session **tomorrow** morning. The next board meeting will be June 30th.

We seek your support in writing a letter to the Board requesting that Metrolinx engage with the community, City and TCBN on its Community Benefits Implementation Plan and Proposal to ensure community feedback on critical elements of CBA with an equity, diversity and inclusion lens.

Please let me know if this short turnaround is possible, I can share more information on where to submit the letter to the Board and further share key points that could help shape your submission if needed including outcomes from the current LRT projects.

Please see below the federal announcement made in May 2021 outlining CBA requirements and minimum employment thresholds for Black, Indigenous and People of Colour

<https://www.canada.ca/en/office-infrastructure/news/2021/05/largest-public-transit-investment-in-gta-history-will-create-jobs-and-kickstart-the-economy.html>

*The federal government understands that every taxpayer dollar invested in public transit must have multiple benefits including creating good jobs, building more equitable and inclusive communities, and tackling climate change. That is why the federal government's funding is dependent on satisfying conditions including demonstrating how the investments will drive down emissions and build resilience, substantive environmental reviews, ensuring affordable housing along the line, incorporating accessibility, mitigating local concerns, maximizing benefits for communities including through **Community Benefit Agreements, and meeting employment thresholds for underrepresented communities including Black, Indigenous and people of colour, and women.***

Ameen Binwalee  
Chief Executive Officer, Out of the Box Social Enterprise

