

# CivicAction

CRE Canada Chapter

Leslie Woo, CEO

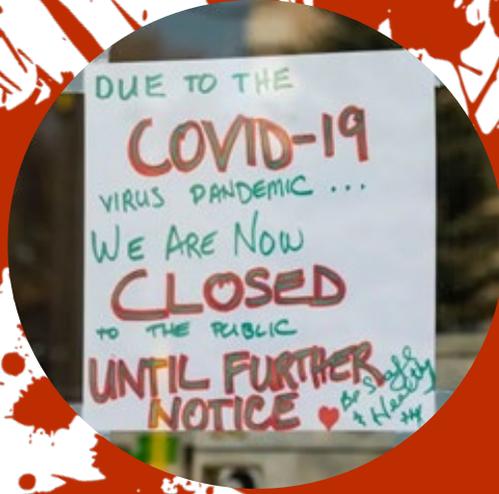
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**CIVIC  
ACT!ON**



2020

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# Now Is the Time for Intervention

A global conversation on systemic racism and a growing fact base of research shows the need for cross-sectoral action, especially for Indigenous and Black people in Canada is HIGH.

Now is the time **to address systemic barriers faced by Indigenous, Black, and racialized rising leaders** including, lack of:

- Representation in key positions of influence and power;
- Inclusion of diverse perspectives in civic engagement conversation; and,
- Equitable access to civic leadership and board opportunities.

Diversity of thought, talent, and lived experiences has a direct ROI for businesses and organizations. **A 1% increase in workforce diversity can yield an average revenue growth of 2.4%.**

**85%**

of all open positions are filled through networking and relationships, **yet Black Canadians are 30% less likely** to be in the candidate pool.

**Women represent only 38.9%** of Boards of Directors in Toronto, and despite representing 52% of the population, **visible minorities only make up 15.5%** of boards across Toronto.

**62%**

of boards and senior management teams have less than 20% of racialized minority leaders.



# Building Inclusive Cities

- Inclusive cities value all **uniqueness** – a place where every person feels they belong.
- Inclusive cities also value all people's needs & contributions **equally**.
  - **Social inclusion:** participation and equal rights for all
  - **Economic inclusion:** everyone can access the benefits of economic growth
  - **Spatial inclusion:** access to essential infrastructure and affordable necessities

# What is an Inclusive Economy?

Recognizing we can't move forward together while some people are still held back, CivicAction is committed to bridging the growing divides in the regional economy of the Greater Toronto & Hamilton Area (GTHA).

COVID-19 has had an unprecedented and historic impact on the economic health of our region and the people who live here. It has exacerbated and shone a spotlight on the growing inequities in our systems and spaces.

It has also shown us that when we invest in making economies more equitable from the bottom up (or the middle class out), economic growth is likely to be better for everyone.

"...an inclusive economy is one in which there is **expanded opportunity** for more **broadly shared prosperity**, especially for those facing the greatest barriers to advancing their well-being. **Put simply, there are more opportunities for more people.**"

Rockefeller Foundation

# What is an Inclusive Economy?

## Indicators of an Inclusive Economy

### Participation

- People can **fully participate** in the economy and have a greater say over their future.
- People are **able to access and participate in markets** as workers, consumers, and business owners.
- **Transparency** around, and **common knowledge** of, rules and norms that allow people to start a business and find a job.
- **Technology is more widely distributed** and promotes greater individual and community well-being.

### Equity

- More opportunities to **enable upward mobility** for more people.
- **All segments of society**, especially equity-deserving communities, **are able to take advantage** of these opportunities.
- **Inequality is declining** rather than increasing.
- People have **equal access to a more solid economic foundation**, including equal access to adequate public goods, services, and infrastructure.

### Growth

- An economy is **increasingly producing enough goods and services** to enable broad gains in well-being and greater opportunity.
- **Good job and work opportunities** are growing and **incomes are increasing**, especially for the poor.
- Economic systems are **transforming for the betterment of all**, including and especially poor and excluded communities.

### Stability

- Individuals, communities, businesses, & gov'ts have **sufficient confidence in their future**, an increased **ability to predict the outcome of their economic decisions**, and are secure enough to invest in their future.
- Economic systems are **increasingly resilient** to shocks and stresses, especially within poor or vulnerable communities.

### Sustainability

- Economic and social **wealth is sustained over time**, maintaining inter-generational well-being.
- Economic and social wealth is **the social worth of the entire set of assets** that contribute to human well-being (manufactured, financial, human, social) and natural capital.
- Decision-making incorporates the **long-term costs and benefits**, not merely the short-term gains.



# Building Back *Even Better*: The Case for an Inclusive Economic Recovery

**COVID-19 has impacted every aspect of our lives and for most equity-seeking groups, the affects of the pandemic have been staggering.**

- Canada is experiencing a **K-shaped economic recovery**, spanning jobs, debt, and housing; each sector on its own pace of recovery. This is resulting in a growing prosperity gap. Some industries (online retail, housing) are seeing huge profit while others (hospitality, travel) have been decimated.
- Two-thirds of jobs held by **Indigenous workers** in Canada are in danger of either being eliminated or drastically changed by technology.
- Nearly **500,000 women in Canada remain unemployed** amid the pandemic and some economists say that economic lockdowns have wiped out two decades of workforce gains for single mothers.
- **Young Canadians continue to bear the brunt** of COVID's damage to the job market, something experts say could set back their economic success for many years. At 16.1% in April, the youth unemployment rate was double the overall national rate.
- Over a four month period in early 2021, the **Canada Recovery Benefit paid out \$9.88 billion to more than 1.7 million families.**

# About CivicAction

CivicAction is a catalyst for positive change, turning collaboration into action to build better, more inclusive cities.

We are a highly-respected, results-driven civic engagement organization with a history of bold action and impactful change.

There is nothing more important to our future than leadership, which is why we prepare, connect, and empower the leaders of tomorrow.

As CivicAction convenes, collaborates, and co-creates new solutions for better, more inclusive cities, we call on leaders from all sectors and backgrounds to join us.

Be part of sustainable and meaningful change.

Be part of CivicAction.



# Our Foundations: Purpose, Vision, Values

## Shared Purpose:

To boost civic engagement and build better, **more inclusive** cities.

### CivicAction

To harness our diverse network and leverage our strength as a convenor, empowering inclusive leadership and creating an inclusive economy.

### Leadership Foundation

To deliver world-class programs that inspire, educate, and build inclusive civic leadership.



Drive Action



Harness Collective  
Wisdom



Cultivate Inclusion



Be Bold



Integrity at our Core

# Our Strategic Leadership

CivicAction and the CivicAction Leadership Foundation are led by a separate-yet-connected Board of Directors made up of diverse, strategic leaders who represent all sectors and regions of the GTHA and share a passion for city-building.

## CivicAction Board



**Rob MacIsaac**  
President and CEO, Hamilton Health Sciences; Chair, CivicAction



**Nan DasGupta**  
Managing Director and Senior Partner, BCG, Toronto; Vice-Chair, CivicAction



**Beth Wilson**  
CEO, Dentons Canada LLP



**Cameron Bailey**  
Artistic Director & Co-Head, Toronto International Film Festival



**Cameron Fowler**  
Chief Strategy & Operations Officer, BMO Financial Group



**Daniele Zanotti**  
President & CEO, United Way Greater Toronto



**Idil Burale**  
2020-2021 ELN Co-Chair (non-voting member), Manager, Policy, & Planning, Anti-Racism Directorate, Government of Ontario



**Hon. David Crombie**  
Former CEO, Canadian Urban Institute, Former Mayor, City of Toronto, and CivicAction Chair Emeritus



**Janet De Silva**  
President & CEO of Toronto Region Board of Trade, Chair, Finance Audit and Risk Committee



**Letecia Rose**  
2020-2021 ELN Co-Chair; Vice President of Diversity, Inclusion & Belonging, Canadian Tire



**Lisa Kimmel**  
Chair & CEO, Canada & Latin America, Edelman



**Mark Boyajian**  
Executive VP, Chief Business Engineering Officer, CGI Canada



**Poonam Singh**  
Managing Partner, Risk Advisory, Deloitte



**Wisdom Tettey**  
Vice President, University of Toronto; Principal of University of Toronto



**Tim Hockey**  
Past-President & CEO, TD Ameritrade Corporation Chair, CivicAction Leadership Foundation

## LF Board



**Tim Hockey**  
Past-President & CEO, TD Ameritrade Corporation Chair, CivicAction Leadership Foundation



**Catherine Pringle**  
Director of Communications & Public Affairs, Trillium Health Partners



**Dani Saad**  
2020-2021 ELN Co-Chair; Lead, Senior Policy Advisor, Office of the Minister of Children, Families, and Social Development, Government of Canada



**Godyne Sibay**  
Managing Partner, Ontario Region, McCarthy Tétrault LLP, Chair Governance, Nominating & HR Committee



**Layth Ashoo**  
Partner, Maverix Private Equity



**Rob MacIsaac**  
President and CEO, Hamilton Health Sciences; Chair, CivicAction



**Salima Rawji**  
Vice President of Development, CreateTO; 2011-2013 ELN Co-Chair; 2010 DiverseCity Fellow

# CivicAction Partners



# CivicAction Leadership Foundation Partners

ALTAS

BCG  
BOSTON  
CONSULTING  
GROUP

Blakes

 CANADIAN  
CLUB  
TORONTO

 CENTRE FOR  
SOCIAL  
INNOVATION

CIBC 

Deloitte.

 Edelman

Fondation  
FAMILLE  
GODIN

LinkedIn

music   
CANADA

Scotiabank.

 TORONTO  
FOUNDATION

# A Sharpened Focus

**Shared Purpose:** To boost civic engagement and build better, more inclusive cities.

## Our key priorities:

### **Inclusive Leadership**

Deepen inclusion for Indigenous, Black, and racialized rising leaders

### **Inclusive Economy**

Push for an economic recovery that includes equity deserving communities

### **Co- Creation**

Convene leaders and organizations to collaborate for impact

# Strengthening Impact

## Inclusive Leadership

Deepen inclusion for Indigenous, Black, and racialized rising leaders



### Presenting the Facts

Collaboration with a focus on data-driven and evidence-based action.

Research completed by **BCG in partnership with CivicAction** during the summer of 2020. The work was initiated through a mutual goal **to shed a light on the pervasive and systemic biases that are experienced by Black communities in Canada.**

Development of a resource hub in partnership with **Ontario Anti-Racism Directorate**



### Sponsorship Pathways

An innovative program to connect rising Black leaders with executive-level leaders through online mentorship and sponsorship.

### BoardShift

A new **board training and matching program** for **underrepresented leaders** from Indigenous, Black and racialized communities to serve on agencies, boards and commissions. Changing the face of leadership **to strengthen governance mechanism.**



### DiverseCity Fellows

Launched **11<sup>th</sup> cohort of DiverseCity Fellows** in 2020 and pivoted to be a fully online experience. Today, there are nearly **300 Fellows Alumni.**

### elonline

Launched a **new suite of digital programming** to support connection through COVID19. Also tackled topical issues through **10+ events** including **Real Talk with Black Rising Leaders** and **Real Talk on Indigenous Reconciliation.**

## Inclusive Economic Recovery

Push for economic recovery that includes equity deserving communities



### Future of Work is Inclusive

Provided access to online learning for **2,400+ vulnerable youth**, when brick and mortar employment services were temporarily closed – added tools on financial literacy, resiliency, and mental health.

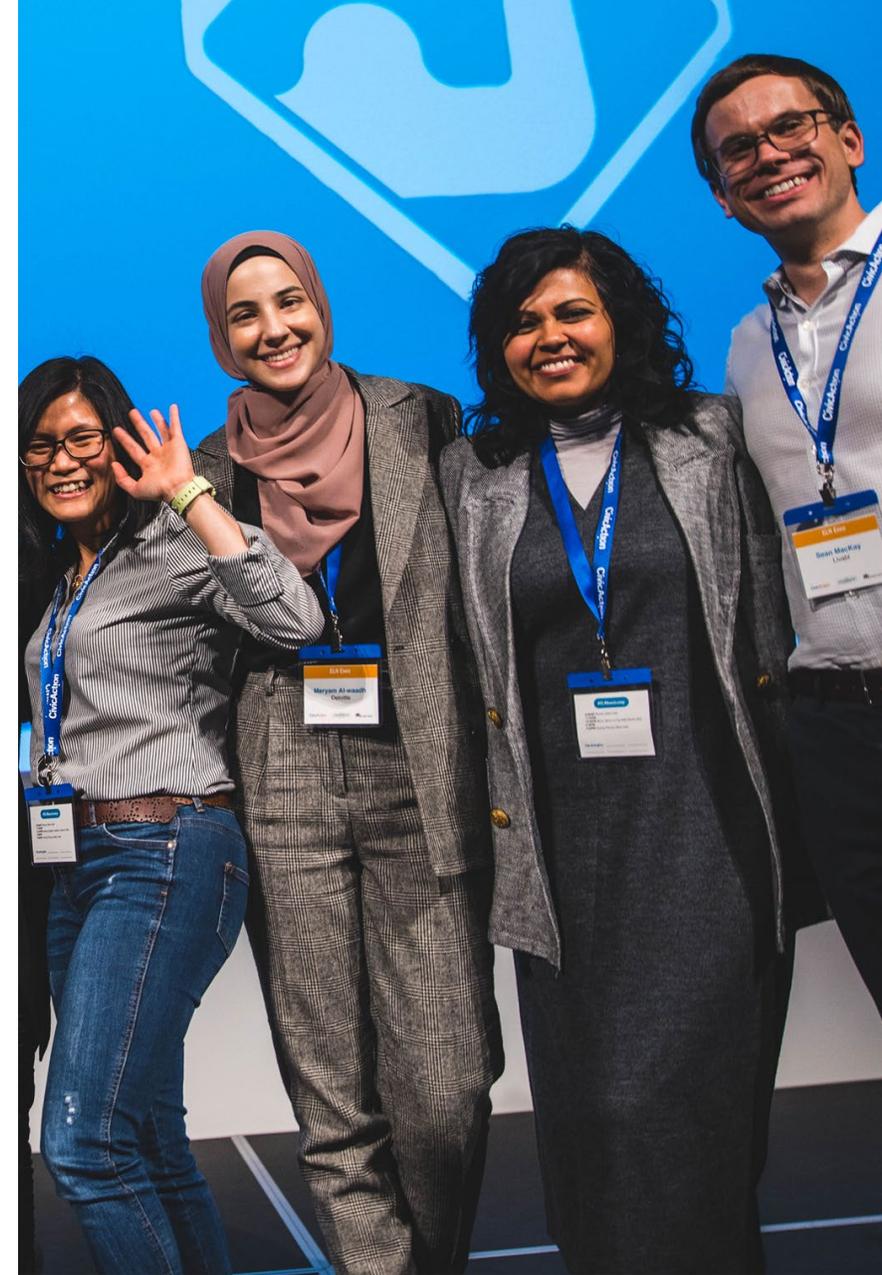
Supported **500+ employers** with tailored recommendations to adopt inclusive hiring and HR practices.

# Initiative Overview: Emerging Leaders Network

CivicAction's Emerging Leaders Network connects, develops, and activates 3,000+ emerging leaders from across sectors in the Greater Toronto and Hamilton Area (GTHA), and represents a wide range of backgrounds and communities.

Led by a volunteer team (the ELN Executive Committee), the ELN is free to join for anyone who identifies as a rising or aspiring leader in the GTHA. Members get access to monthly events on topics related to city-building, civic issues, and leadership development.

ELN Co-Chairs sit as members of the CivicAction and CivicAction Leadership Foundation for the duration of their term.



# Initiative Overview: CivicMatch

In response to a global conversation on systemic racism and a growing fact base of data showing the need for improved connection, CivicMatch brings together established and racialized rising leaders in small group conversations with a focus on accelerating leadership opportunities – particularly with Indigenous, Black and racialized rising leaders.

Generally, CivicMatch discussions have been held quarterly throughout 2021 and with new established leaders being added throughout the year, the conversations create unique reciprocal learning opportunities while opening the door to new connections and spaces for racialized rising leaders.





# Affordability

- **The pandemic has pushed inequality to an all time high.**
  - Canadians' net worth has grown by \$1.8 trillion – the highest increase ever – but ~95% of growth has gone to homeowners, while many younger & racialized residents struggle with the rising cost of living. According to the Toronto Vital Signs report, 650,000 Torontonians (1 in 4) are struggling to make ends meet.
- **An increasing number of people are unable to afford living in our region.**
  - Since the mid/late 2000s, Toronto home prices have increased by 213% and rent has increased by 93%. In Hamilton, the average house price in March 2021 was \$804,223, up 32% from March 2020, while rents also rose 49% in the past decade – more than 2x the increase in cost of living.
  - In June 2021, more people were using shelters in Toronto than since the start of the pandemic, 56,000 more people are relying on foodbanks & 30% of Indigenous and Black households identify as food insecure.
  - 53% of Canadians say they are \$200 or less per month away from not being able to meet all of their monthly bills and debt obligations,. This includes 3 in 10 who report they are already insolvent with no money left at month-end to cover their payments.
- **Entangled public and private sector “conflicts” are arresting affordability**
  - Municipal approvals process for multi-residential housing can take as long as nine years.
  - Municipalities only utilize their regulatory means to secure affordable housing while they could more proactively grow investments in their own assets towards affordability
  - Partnership delivery models of combined private and public finance have waned.
  - Market supply chain and workforce availability also exacerbating the issue.

# Opportunity Meets Action

The Way Forward

Over the next three years, we're committed to connecting and collaborating with government, industry leaders, academics, innovators, and residents to mobilize for inclusion.

We will bring together the networks devoted to civic engagement by convening sometimes unlikely leaders to meet, learn from one another, and collaborate to create solutions to our shared urban challenges.

As we stand at the brink of one of this urban region's most formidable times, we see so much opportunity to redefine leadership and to build more inclusive cities.

**We will not succeed alone. Our partners, sponsors, champions, alumni, and many more are the foundation of our shared success.**



# Thank you!

For more information contact:

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