1. **What’s causing poverty in Toronto?**

**Jobs / Economy**
- (Not agreed) No Longer divided: New economy failing for all
- Social Cost of Poverty is Bankrupting Toronto
- Forced Unproductively Cost Toronto & Steals Lives
- Endangered Species: Good Jobs
- Why is Toronto Falling So Far Behind?
- Most Torontonians Are One Pay Cheque Away From Poverty
- Where’s The Middle Class Anymore? Good Jobs are Gone!

**Lack of Leadership / Public Interest/Support**
- Torontonians Call For Action On Poverty: Solutions Stalled For Too Long
- Toronto Hungers for Change
- Breaking the poverty gridlock demands leadership
- Toronto The Not-So-Good: Let's Give 1 In $ A Chance
- "City's Best + Brightest Gather to eliminate Poverty"
- Equity for Equity: Inventing in Our Shared Future
- Toronto Chooses Poverty!!!

**Need for 'Public' Services / Supports**
- Poverty East the Children of the Poor
- Jobs, Housing & Child Care a path out of poverty
- Students At Ryerson are using Food Banks

**Inequitable Income Distribution**
- (Not agreed) Divided City: Who is poor, Who is not
- Time to Admit Toronto Has a Wealth Problem – 1% beg to differ/defer
- A Lot of Things Are Growing In Toronto Including Poverty (1 in 5 Living In Poverty)
- 1 in 4 Torontonians Live in Poverty

**Racism**
- From Ferguson to Toronto: Connecting the Dots (Op Ed)

2. **Areas for Action: What are we currently doing that makes a difference?**

1. **Economic Security and Employment**
   **Economic Security**
   - Employment income
     - Minimum wage has increased, but not enough
     - Year-long employment placements
     - Minimum wage $14 campaign
     - Fair wage policy
     - Fair Wage policy
     - Pushing for living wage
- Provincial minimum wage has been increased. Now need to adopt fair above poverty wages, and make sure we have above poverty fair wages.

- **Social assistance**
  - Fighting to strengthen EI
  - Social assistance is being transformed into an employment oriented program
  - Raise the rates campaign
  - Access to some services is getting better (for example, OW) but system still way too complex and not driven enough by people's needs
  - Ontario Works Drug Benefit Card

- **Tax benefits**
  - Shifting tax credits
  - Tax clinics putting money back into peoples' pockets
  - Increased child tax benefit
  - Child tax benefit

**Employment**

- **Training Directly Linked to/Supporting Employment**
  - Short term skills based training linked to employment
  - Job readiness
  - Bridging programs for certain professions but needs to be expanded
  - Local multi-sectoral employment initiatives to support people to move into work
  - Workforce Development Strategies connecting employers needs to job training and skill development.
  - Toronto Employment and Social Services investing in neighborhoods to priority neighbourhoods
  - PAYE (Program for Youth Employment)
  - Better integration of workforce development
  - Early discussion about the 'raise the floor, build the ladder strategy in workforce development

- **New employment models (e.g. social enterprise, social purpose)**
  - Social enterprise innovation: A lot of small scale activity and grassroots energy, but a lot of silos
  - 'Working for Change' social enterprises. Employees are consumer survivors working full-time/part-time
  - Peer hiring programs
  - Improving stability for low-wage workers with programs such as Hospitality WT Centre (temp agency)
  - Innovative solutions to addressing employment issues
  - Enterprise Development, a small business worker co-op
  - Micro-finance/loans to low-income
  - Training in community economic development
  - CivicAction connecting youth to small business employers
  - Social enterprises is emerging as a new model, both good and bad
  - Social enterprises

- **Social procurement**
- Linking job creation to economic development (e.g. Community Benefits Program)
- Fair wage policies and values embedded in tenders
- City’s Employment Equity
- Community Benefits Agreement
- Community Benefits Agreement in Eglington Crosstown is linking new jobs
- Community Benefits Agreements
- Metrolinx Community Benefits Agreement
- PanAM social procurement policy creating opportunities for social enterprise
- TCH, developers mandated to hire residents/provide opportunities for residents in revitalization communities
- Hiring TCHC residents into TCHC jobs
- Community Benefits Agreement in Regent Park
- TO Community Benefits network
- TCH hiring residents to work in TCH
- Social procurement, or spending money in the community to support the growth of local micro-business and skills development. This is leading to the development of local economies.
- More comprehensive and mandatory social procurement practices
- Buying from social enterprises
- City’s social procurement framework (sector could grow this, institutions can do this)

- **Good Jobs**
  - Eliminating unpaid internships
  - Unpaid internships are now illegal, but this is not being enforced
  - Support for workers through WAC call line or the STOP
  - Labour is organizing and fighting for good jobs and careers in our city, #goodjobsforallcoalition
  - Good Jobs for All coalition
  - Workers Action Centre fighting for job security/good jobs/minimum wage increase
  - Workers Action Centre campaigns
  - Monitoring and enforcement of wage theft and employment standards
  - Keeping good jobs instead of privatizing

- **Other**
  - A lot of local service job growth (e.g. retail, hospitality). These jobs are entry level and can be on a path to better jobs. It’s unfair to call all retail “bad jobs”.
  - Mentoring programs for newcomers but with huge limitations

2. **Transit**

- **Accessibility/affordability**
  - Fair Fare campaign
  - City investing into LRT
  - TPH and other affordable transport process
  - Skilling in Metrolinx/TTC
  - Advocating for better transit across the whole region
  - Low income transit fare review

- **Active transportation**
  - Bike-lane expansion: affordable transit
3. **Housing**
   - **Affordability and choice**
     - Below Market rent policies positively supporting communities' access to infrastructure/space
     - Pathways to home ownership with a view to freeing up social housing units
     - Seniors can defer their property tax
     - Subsidized rent
     - Housing Stabilization Fund, but access needs to be better
     - City has created housing stability service planning framework
     - ACORN – landlord licensing
     - City investment some money into TCHC infrastructure
     - Housing support workers
     - Mixed income/purpose housing and office space
     - Creative zoning
     - Zoning laws
     - Housing waitlists being turned into choice based system
   
   - **Emergency supports**
     - Safe Spaces Now campaign: takeover of SSHA office on November 25th
     - Grassroots movement to open a 24 hour drop in shelter for women and trans people in response to homeless woman who was assaulted twice in one night

4. **Food**
   - **Student Nutrition**
     - Schools supporting students via meal programs
     - Schools fundraising and holding food drives
     - Student Food-Bank and on-site market
     - School nutrition programs – great but need to be expanded
     - Breakfast and snack programs being offered
     - Student nutrition program
     - Business contribution, such as Breakfast Program and Jump Start program
     - Nutrition programs
     - City involvement in student nutrition programs, youth programs, welcome policy, and child care subsidies
     - Student Nutrition Programs
   
   - **Food access/Food insecurity**
     - Converting convenience stores to sell fresh food
     - Non-profit food agencies are looking at better ways to cooperate to deliver better/more food to agencies across the city
     - Community gardens
     - Black Creek Community Farm
     - Food coops
     - Foodshare
     - The Stop
     - A few food security initiatives are being supported by the City
   
   - **Food policy**
     - Federal NDP and Liberal governments committed to a national food policy
     - Put Food in the Budget Campaign
5. **Access to Services**

- **Access to City Services**
  - TDSB Sanctuary City policies
  - Sanctuary City is a good idea but now need to make it happen
  - Sanctuary city: access to services (paying taxes should provide access)
  - Services increasingly responding to differences (need, culture, faith, race)
  - Local Immigration Partnerships (LIPS)

- **Supports for children and families**
  - Subsidies for childcare and housing, but more is needed
  - Childcare and after school programs, however we need more subsidized spots
  - Subsidies for childcare and housing
  - Can have in school child care from 7 – 6 pm. Grow this.
  - Full day kindergarten
  - Schools raising awareness
  - Student childcare
  - Priority schools initiative
  - Model Schools for Inner Cities: Moving from charity to social justice through mutual partnership with communities
  - Model Schools for Inner Cities (TDSB), dealing with social-emotional well-being
  - ARC programs, Ministry MTCS funded after school programs
  - Free use of school usage
  - Model schools

- **Youth**
  - Lots and lots of interest across all sectors to make a difference for young people
    #escalatoryouthchampions
  - Youth strategies
  - Libraries providing youth programs
  - United Way Youth Success Strategy
  - Student driven social enterprise (e.g. student kitchen)
  - TO Youth Equity Strategy

- **Health/Mental Health**
  - Harm reduction programs
  - Toronto Public Health – harm reduction
  - Dental for children and adults
  - Community Health Centres
  - Social Determinants of Health: comprehensive services and supports to address the social determinants of health (e.g. service delivery, research, advocacy, education)
  - Dental care – Healthy Smiles program
  - Community Health Centres addressing social determinants of health
  - More people talking about mental health, depression and anxiety and poverty
  - Health systems integrating more with community programs
  - Healthy smiles dental program
  - Healthy Smiles – free dental care for kids at a certain age
  - Cooling centres, warming centres: continue to fund these.

6. **Childcare**
- Subsidies for childcare
- Subsidized childcare services and programs

Cross-cutting themes

- Advocacy/community organizing
  - Ongoing effective advocacy campaigns with a strategic focus on Sanctuary City, Minimum/Living Wage, and Disaggregated Data
  - Grassroots organizing at neighborhood-level/anti-poverty
  - Organizing within communities
  - Voices from the Street: name the issue and taking leadership in pushing the issue forward
  - Strong community based agencies
  - Non-profit community based organizations doing their best while facing cutbacks and limited funding opportunities
  - Consortiums emerging to collectively leverage resources across agencies/communities
  - Micheal Polanyi, Diane Dyson and John Campney; the super committed smart anti-poverty groups works since the summer #organizesmart
  - Women Speak Out, empowering people with lived experience of poverty to share their stories, identify systemic barriers and to define pathways out of poverty
  - Voices from the Street/Women Speak Out
  - Women Speak Out from Working for Change agency is really working out, as women from disabled, homeless, survivors of voice are able to integrate in community and find a voice
  - Jane and Finch Action Against Poverty
  - Anti-racism – new movements emerging

- Inter-sectoral collaboration
  - Increased emphasis on working together
  - Conversations to help people get on the same page in understanding the issue
  - Breaking through silos to a much greater degree
  - Engagement of new voices
  - New players working for change (e.g. academic institutions)
  - Building political will to work with other sectors
  - Emergency responses relationship between some agencies and governments
  - Joined up work becoming a reality across traditional sectors
  - Community Corner St. Jamestown collaboration
  - Integrated partnerships, build on this, eliminate silos. Incentivize partnerships by providing resources to agencies that participate in collective impact.

- Leveraging local assets/place-based programming
  - Leveraging local community assets to improve community well-being
  - Generating new models at the community level based on neighborhood improvement areas
  - Neighborhood community development ANC's, hubs
  - Toronto has kept a productive focus on neighborhoods as the focus for action and change

- Research and Monitoring
  - Open data has great promise but still in early days especially as key data sources are being lost
- Report writing
- Wellesley Institute
- Toronto Public Health epi reports
- Disaggregated Data is a work in progress, with growing understanding of the need for it, especially in light of the cancellation of the long form census.
- Good community-involved and based research (for example, Nowhere to go report)
- Combining program provision with community-based research
- Building community knowledge about the issues (multiple reports)
- Research project between Saint-John, Winnipeg and Toronto women’s leadership programs, establishing best practices model to be shared with other women’s leadership program or take on as stand-alone models.
- Differentiating between causal and correlative determinants of poverty and mobility
- Research demonstrating SROI when we invest in training low income communities
- A lot of research
- City’s children’s health and family indicators project – opportunity to monitor progress

Community engagement in decision-making
- Participatory budget
- City council motion to direct staff to work with community (residents, business, not for profit, other levels of government)
- City consulting residents of TO in these important conversations
- Increased presence of youth stakeholders in city boards and agencies (e.g. Board of Health, Policy Service Board, TCHC, TTC, Toronto Hydro)

- Take action
  - Operationalize versus strategy
  - Poverty is on the agenda

- Other
  - Emerging leaders from racialized communities
  - It’s good that we are discussing poverty (we are talking) bad that we discussing it (we are just talking)
  - Leading LGBTQI inclusivity for seniors in our long term care homes – needs to be expanded to all
  - Toronto Strong Neighborhood Strategy 2020, addressing growing gap between rich and poor
  - Local Immigrant Partnership at the table to explore strategies to engage newcomers
  - Newcomer strategy

3. What would Toronto look like in 25 years if we achieve success beyond our imagination?

Social Justice / Inclusion / Full Equity
- **General Comments** Related to Social Justice / Inclusion / Full Equity
  - No neighborhood will live in deep poverty* by 2020 (*in no neighborhood will there be more than 20% of people living in poverty)
  - A Toronto where social justice and economic justice is its motto, vision, goal, objective and lived reality. Where no one is hungry, forced to homelessness or unemployment and where wages and other income security initiatives support people to have a healthy and secure life.
An engaged, creative, inclusive, prosperous, hopeful, accepting and democratic city where all have access to adequate income and services and connections.

Toronto, a city where everyone feels a part of the city and benefit from the prosperity of the city, with healthy communities and environment and good jobs for all.

We have ensured that the next generation will not experience poverty.

Your background, postal code, ability and age is not a barrier to success

An accessible and barrier free city for all

David Hulchanski's map shows one city, not three.

First Nations land claims are acknowledged and settled.

All residents have the chance to live the same length of time

Neighbourhoods are integrated by income, race and multiple dimensions

No food banks

Torontoonians would all be HAVES

Free from all forms of oppression

A city that is equitable, sustainable, inclusive and dignified

Overall standard of living improvement for everyone: no shelters needed; housing for all; jobs for all; health for all; one transit system; and, fair equity fare for transit.

Everybody is more skilled.

All sectors are meaningfully connected in a shared objective

Model schools: social, emotional, physical services for students from disadvantaged communities.

Measuring poverty by inclusion and not just dollars and cents

No homelessness hidden or otherwise

Equality of opportunity for all in practice

No marginalization

Everyone has equal access to programs, services and opportunities.

City free of discrimination.

A city where women are equal to men (economically, socially)

Less isolation, more community connections, more LOVE.

Diversity actually becomes our strength (equitable practices)

People with lived experience supported to be central partners throughout the process, with room for feedback and evaluation

No need for food banks

No priority neighbourhoods'

People have real options on where and how they live and work.

Every neighborhood is a safe neighborhood for everyone

- **Specific Comments** Related to Social Justice / Inclusion / Full Equity

- **No Racism / 'Newcomers' Feel Included**
  - Race is no longer an issue.
  - Knowing and able to address structural racism
  - Race is a non-issue (no racism)
  - Seamless integration of new Canadians.
  - Increase access to cultural ambassadors to help newcomers adjust.

- **Adequate Income**
  - Everyone has a liveable income.
  - Income security for all
  - Income equality
- Everyone can comfortably meet the cost of living: healthy food; housing; education; and clothing.
- Higher income levels at the lower end
- Living income for everyone (wages and social assistance)
- Redistribution of wealth for equitable access to opportunities.
- Adequate income supports

- 'Good' Jobs / Access to 'Good' Jobs
  - Cross-sector initiatives that collectively create employment opportunities and pathways.
  - A job is a pathway to economic security and stability.
  - Inclusive career pathways and a workforce development strategy.
  - Service jobs are a start to career paths
  - A value added economy
  - Well paying and stable jobs with benefits for all
  - Shorter work week and better part time work
  - Fair and equitable labour market opportunities.
  - Economic stability and mobility for low wage workers (career pathways)
  - Everyone is more skilled.
  - Service jobs are highly ranked as the start of a wide range/variety of career paths.
  - Adequate employment insurance available for everyone.
  - Labour force that allows young people first job and career laddering opportunities
  - Access to equitable employment and living wage

- 'High Quality' Education / Equity of Access
  - Increased graduation rates across TDSB/TCDSB
  - Free tuition and student bursaries
  - Equal access and quality education for all
  - All students achieve academic success, are engaged (well being)
  - Junior kindergarten to post-secondary culture shift focusing on broad career development
  - Every public school offers the same opportunities to all students, not determined by neighborhood income level.

- Affordable Housing
  - A robust, inclusionary zoning policy leading to affordable housing
  - No waitlist for affordable housing
  - A vast increase in supportive housing
  - Inclusive zoning, with affordable and equitable housing
  - Low income individuals and families can access safe, affordable housing (instead of having to wait 10 years)
  - Affordable housing for all

- Equally Accessible Public Transit
  - Free public transit
  - Affordable and accessible rapid transit across the city
  - Affordable and accessible transit

- Support for Children/Families
  - Universal health care, childcare and education
  - Increased subsidized, affordable childcare: Universal Childcare.
  - Free education, transportation, childcare.
o No child poverty

**Accessible Supportive Government (with a Vision of Equity)**

- A representative and participatory policy systems, with an engaged electorare and accountable representatives.
- Toronto Community Benefits Agreement is creating opportunity for targeted marginalized communities to enter into good careers in the trades.
- Ensure a Rich array of services
- Equity in services for everyone
- Access to policymakers and decision makers
- Shared political vision for a culture of equity.
- Neighbourhood assets and community anchor institutions leverage their economic development and purchasing power to create good jobs and successful local businesses (city has power to create good jobs locally)
- Ensure policies prioritize marginalized groups and create equity.
- Power and privilege are acknowledged in programs and policy development
- Homeless supports are dispersed across the city.
- Safe injection sites across the city.
- More social investments in under developed communities (i.e. arts, culture and entertainment)
- Mental health services are preventative and supportive (i.e. housing, jobs, community)
- The City has a healthy food strategy
- No more priority neighborhoods
- Mixed communities
- A city where our mayor and council reflect the diversity of our city
- Improved and integrated service planning and coordination
- Coordinated intergovernmental strategy and stakeholders on key topics
- Formalized CBAs
- Transparent and equitable access to information and decision-making

**Other**

- No more knowledge economy or new economy, with direct production of services and goods and less technology.
- Mutually sustainable and interdependent between the environment and the economy.
- Early interventions that pool funds to share to all schools, and sponsorship/ private sector investment in community building.
- No capitalism
- Less waste and alternative energy sources
- No crime
- Everyone ties their mission to their spending power.
- Export more to innovative fast growing markets.

4. **What key principles should inform this work?**

**Inclusive of broad perspectives**

- Leveraging existing groups with divers membership in contribute to start
- Thoughtful, meaningful engagement with marginalized groups – They asked Me!!
- Conscious of the Lenses which I from / & Others see -> wisdom/ greatness comes from here
- I see myself as strong at times and often see residents as living by a thread
- Eagles eye, Birds eye view
- Respecting and valuing each other/everyone
When we collaborate we create something new
Nothing about us without us
Include people with lived experience throughout the whole process
Poverty Affects Everyone – we will all be poor.... We’re all affected...some still poor
To unlock civic power of people with lived experience
Passionate amateurism - come at old conversations from a new perspective
Hearing from people with lived experience
Honorariums for participation
Address power & Privilege in Policy & System Planning

Accountable
Accountability, Pass the Buck? No!
Step Up to the Plate
Avoid watered down prospective
Courageous Conversations
Open to Partnership with Business

Advocacy
Raising Against it: Lets Go!!!
Urgent ... there is no time to wait
There costs on waiting
We need to mobilize and Stand together
Don't Be Afraid of Radical System Change
Politics Matter

Evidence/Proof Important
Informed by evidence not assumptions
How do we define success indicators (process that informs this)

Other
Build Strategy on Historical Context
Well resourced to accomplish scale – Resource the Conveners
We are in a storm control is an illusion
Strategic alignment between place based Policy & System change
Conversations about poverty need to grounded in civic / political literacy
No More Knowledge Economy... Material production
Fight to defend social safety net – recognize rainy days
Less Technology
TSNS and UW alignment regarding healthy neighbourhoods

5. What gaps do you see in current policies or services?

1. Employment and Economic Security

   Employment Income
   Help people to achieve in life not only hand out and charity
   People with disabilities, homeless, newcomers are not being given changes to work, and
   are being excluded from work. 'Newcomers': No Canadian experience.

2. Transit
Lack of transit accessibility, activism and education
Access to transit government funding and fare equity

3. Housing
- Affordability
  - We need a National Housing Strategy.
  - We need a multi-layered approach to affordable housing (social housing, coops, options for low income ownership, rent supplements, affordable private rentals)
- Safety
  - Rooming house enforcement
- Emergency Supports
  - People get trapped in drop-in system

4. Access to Services
- Appropriate Health Care
  - Lack of access to universal health benefits
  - Access to subsidized health to other demographics
- Childcare
  - Quality child care
  - Difficulty covering school fees
- Education/Accreditation
  - Alternative pathways to education and accreditation
  - Universal access to education/accreditation
  - Lack of re-investment in education and employment
- Service coordination
  - Lack of service co-ordination
  - Under-staffing in suburban areas, unequal service distribution
  - Increased collaboration among service providers
  - Ontario Work services once employed or in school

5. Research and Monitoring
- Don’t have evidence-based research
- Lack of action post studies: evidence-based research on behalf of government
- Funders way behind the curb in terms of supporting the position change that is happening

6. Other
- Need to Help People Develop their Own Abilities
  - Let people speak for themselves – tap into lived experience
  - Capacity building workshops to build champions and activists to promote equity
- Racism/marginalization
  - Invest in youth in positive ways – not in jails (such as re-integration programs for criminalized youth)
  - Deal with policy carding, especially youth "walking while black"
  - Implement practice and train people on no carding, no police record for people with no crime
Carding/profiling by police is a problem, particularly for young black males.

6. What are some great ideas—big or small—to fill those gaps?

General comments on thematic areas:
- Suggested areas for action: work, income, access, and wealth/assets
- Housing, childcare, post secondary education and access for all – employment, health services, mental health, transit
- Barely maintaining people in poverty, but we do not help them move forward (i.e. OW, food banks, shelters, clothes banks)

1. Employment and Economic Security

   Economic Security

   - Employment income
     - Living wage city
     - Living wage for city
     - Increase the minimum wage, or have a Toronto minimum wage
     - Living wage
     - Raise the minimum wage
     - Community organizing around 'wage work' (e.g. minimum wage, living wage)
     - City become a living wage employer
     - Living income
     - Fair wage policies
     - Income supports
     - GAI for contract staff
     - Help personal support workers organize for wages/working conditions above poverty level
     - Need to better compensate personal support workers in long term care facilities

   - Tax benefits
     - F.A.P.S. style financial literacy on benefits for low income families in more languages
     - Pensions (Ontario Pension Plan)

   Employment

   - Training
     - Easy access to technology training through media hubs in neighbourhoods
     - Skilled labour training for people with little education
     - Provide job supports for unemployed even if not on ODSP/OW
     - Training/investment in people to obtain employment and develop professionally
     - Job supports for unemployed, even if not on OW/ODSP
     - Skilled labour training for people with little education
     - Easy access to tech training through media hubs in neighbourhoods
     - Employment programs that work: bridging/mentorship; job contracting; advancement/retention
     - Increase access to formal certification with micro-accreditation options
     - Free college prep program
     - Increase youth job placements in Toronto diverse industry sectors for experiential
     - Connect TDSB and City's Workforce Development Strategy to meet needs of vulnerable youth education
     - Train people with little or no education so they don't get squeezed out
     - Enforced idleness – we need to teach people to be ready and revive their motivation\
- Extend apprenticeship supports and service to all youth by providing 3 As of apprenticeship: attainable education; affordable accreditation; and, accessible mentors
  - Employment Resource Centers
  - Subsidized training/pre-employment programs
  - Investing in neighbourhoods program (TESS)
  - Employment programs such as apprenticeships, CBA's, and youth-focussed work
  - Workforce development strategy and mobility for low income
  - Expand Invest in Neighborhoods – ODSP recipients should be able to receive the same training as OW recipients
  - Expand employment programs like 'Escalator' at CivicAction – Target, Accenture (e.g. employer driven training and employer paid internships)
  - Integrate Ontario Works and TESS – employment centered, better environment
  - More targeted college programs on the needs of business
  - Development of clusters: financial services, film/media, health sciences, food management
  - Expanding analysis, access to labour market information

- Good Jobs
  - Good Jobs Strategy
  - Precarious employment strategies
  - Focus on good jobs
  - Retail strategy and service sector: Unionize the work
  - Good Jobs strategy, with target of less than 5% precarious jobs, and contract workers get equitable wage benefits
  - Employer incentives for equitable hiring
  - Education/dialogue to help employers see value in disadvantaged employees
  - Create green jobs
  - Eligibility criteria for paid placements (Urban Fellows vs Toronto Youth Cabinet, being in-school to paid placements)
  - Restructuring volunteering position to add remuneration
  - EE contract compliance

- Social Procurement
  - Must hire participants from target groups as city employees if you get city funding
  - Increased social procurement practices to strengthen access to opportunities for marginalized communities
  - Hire participants from target groups if you get city funding
  - City should not contact out or privatize/outsourcing
  - Community Benefits Agreement for all city infrastructure
  - Social procurement in anchor institutions
  - Metrolinx -> Eglington Crosstown -> how to create and use opportunities such as Section 37, economic opportunities, jobs
  - Revitalization (e.g. Regent Park)

- Bridge Training for Newcomers
  - Accelerate job bridging for newcomers
  - Programs that accelerate bridging for newcomers
  - On the job training needed. Will bridge Canadian experience gap
Removing/banning "Canadian experience" requirement
Comprehensive paid internships program for newcomers

2. Transportation

- Affordability
  - Low income transit passes
  - Cut transit cost for poor
  - Time-based transit so can hop on/hop off
  - Time based transit so can hop on/hop off
  - TTC system: having to pay to a number of times when running errands; need a time based system
  - Reduce transit fares
  - Expand the transit allowance within social assistance
  - Make TTC fares equitable, or free transit. Reduce fares
  - Cut transit costs for poor
  - Reduce transit fares
  - Transit allowance expanded
  - Help with transportation costs – current rules are too restrictive, it's difficult to get funding and you become isolated because you can't get around. The allowance should match the actual cost (e.g. don’t' give $100 if the pass cost $138)

- Access
  - Improved spacing between buses and streetcars
  - Improved spacing between buses and streetcar
  - Accessible public transit
  - Make transit more 'connected'. Cuts were off-peak – connect people around the clock
  - Accessibility for TTC
  - Information about TTC so easy to negotiate
  - Accessible public transit
  - Public transit system should maximize its capacity and be accessible to all, including those with disability and low income

3. Housing

- Affordable/Accessible Housing
  - Homes first -> increase shelters and supportive housing
  - Not enough housing units
  - Affordable home ownership options
  - Address length of time that people wait for housing
  - People wait too long for housing
  - Increased housing stock to provide stability and reduce violence against women
  - Increased housing stock to provide stability, reduce VAW
  - Increase funding for housing
  - Affordable housing
  - Increase development fees to support affordable housing
  - Leverage opportunities via private sector developments (condos for example) to generate new units of affordable housing
  - More affordable housing units, and decent units. Not everyone can afford a condo. Affordable housing provides people with emotional stability, provides for comfort, and reduces violence against women as it gives them a place to go.
  - Adhere to City's own 90% occupancy standards
Expanding rent supplement programs for families returning from child protection using housing first principles

- More affordable housing units for the majority of the public
- Increase access to co-operative housing
- Build for mixed income and housing ownership (for example, Regent Park)

**Health and Safety/Quality**

- Strengthen tenant protection laws

**'Emergency' Supports/Shelters/Drop-Ins**

- 24-hour drop ins with computers, employment supports and staff with lived experience
- 24 hour drop in with computers, employment supports/staff with lived experience
- Need for 24 hour drop in where they'll be support and further guidance, access to technology, and employing people with lived experience.
- Distribute services across the city (i.e. shelters)
- Ensure that drop ins are not places where people get trapped
- Act on 24 hour women's drop in that was already agreed to
- Make shelters safer

4. **Food**

- Affordable food (Coops, food boxes, gardens)

5. **Access to Services**

**Supports for Children/Families**

- Universal affordable daycare
- Childcare needs to be addressed
- Income testing/stability required for childcare subsidy qualification to reflect the reality of parents
- Housing and childcare subsidies
- Strong public interventions on child abuse, neglect (upstream)
- Smooth connection between child care subsidy and spaces
- Ensure quality childcare
- Ensure quality childcare
- School fees a challenge for many (some mandate donations for snack/agenda)
- Affordable winter wear (boot, clothes swaps)
- Youth leadership programs in context of TCHC

**Health/Mental Health**

- Health Promotion and Prevention programs (e.g. diabetes education, nutrition, oral health) targeted to low income folks at risk of ill health via community partners (e.g. schools)
- Extended health benefits for those on OW/ODSP
- Poverty is intimately connected to mental illness/isolation and we don't have enough investment to address these issues
- A home, A Friend, A Job (At Home/Chez Soi)
- Health promotion and prevention programs (e.g. diabetes education, nutrition, oral health) targeted to low income folks at risk of ill health via community partners (for example, schools)
o Increase role of TPH in mental health and pandemic response (e.g. ice storm and people trapped in homes)
o TPH Health Policy team - make sure city policies incorporate a health lens. Make sure information is shared in communities

- Education
  o Offer more technology in libraries so low income can become familiar, especially in low income areas
  o Library provide more technology so low income can become familiar, especially in low income areas
  o Make education everyone’s platform and increase intersectoral partnerships and collaborations
  o Bring education to the forefront
  o Deinstitutionalize the institutions (e.g. TDSB)
  o Have TDSB and other public assets accessible to communities (e.g. kitchens)
  o Increase partnerships between TDSB and others
  o Close the gaps on student achievement by advocating for funding formula changes
  o Review the extra fees that schools charge
  o Alternative pathways to education and accreditation
  o Women empowerment and inclusive programming (Women Speak Out/Working through Change/Status of Women)
  o Women speak out programs – leadership training. More programs that put people’s lived experience at the centre, they create the outcomes that are eco.

- Equitable access to City services
  o Municipal user card/I.D. to operationalize sanctuary city
  o Create city identify card (especially for newcomers)
  o Each newcomers should be assigned with an identify numbers or a city identify card to obtain services and a place to live, etc.
  o Broaden right to vote for all city residents
  o Broaden right to vote for city residents
  o Voting for every resident and not just citizens
  o Implement and train staff on sanctuary city
  o Inclusionary zoning: finalize provincial agreement to get this somehow
  o Prioritize spaces (public) for local residents in areas where there is not equal access
  o Work is increasing but service hours are from 9-5: align service systems with how work is changing.
  o Base city offices in low income areas
  o Review all processes/services with an equity lens (e.g. recreation registration shouldn’t favour people with a credit card and a computer)
  o Less bureaucratic obstacles to equity of access
  o There are bureaucratic obstacles to access

- Service Coordination
  o We need to develop a welcoming to Canada awareness program that helps them to get acquainted with Canada and its lifestyle patterns, laws, and transport.
  o City that welcomes people in their language.
  o Less bureaucratic obstacles to equity of access
  o Connections between programs – look at the person as a whole unit
  o 'No door is the wrong door'
“No door is the wrong door”
One stop access to city services
Community hubs
De-silo the system

**Cross Cutting Themes**

- **Include People with Lived Experience in Poverty Reduction Strategy/ Programmes**
  - Include clients in program design
  - Include clients in program decisions
  - Have more programs that equip people to sit on boards and committees (decision-making, governance)
  - Quality assurance/audits of services by people with lived experience
  - Create an advisory committee of people with lived experience for the strategy
  - Advisory Committee of people with lived experience
  - Bridge gap between people with paper credentials and people with lived experience
  - Quality assurance/audits by people with lived experience
  - Body of council that will be able to advice the decision-makers: people who lived through the experience
  - People with academic credentials and people with lived experience should work side by side

- **Revenue Streams – Taxation changes**
  - Raise taxes and the quality of services that they are tied to.
  - More taxes for affluent
  - Congestion tax to pay for transit
  - City use the revenue tools that it has and seek authority to have more from province to raise more revenues
  - Federal tax benefits for all (Ontario made it possible for non-citizens)
  - More taxes for affluent
  - Congestion tax to pay for transit
  - Increase tax and service awareness (i.e. have an honest conversation about taxes)
  - Greater intervention in private markets

- **Framing Poverty Reduction**
  - Make sure there is an action plan with 'teeth' – accountability and political appetite.
  - Talk about where we want to get to be more clear about outcomes
  - Create a "community wealth office", instead of a poverty reduction office.
  - Change the language of how we speak about the issues (it impact how we think about them)
  - Learning lessons from other cities/provinces/countries that are doing well.
  - Looking at times when Toronto was succeeding: what worked and what can we learn.

- **Funding for City Services/Poverty Reduction**
  - Fund community organizations with flexibility to respond to need, execute poverty reduction
  - City funding is poorly designed. Switch to multi-year budgeting and planning as part of poverty reduction strategy.
  - Increase Section 37 amounts
  - Increase Section 37 amounts
  - Transparent access to section 37 (not a council slush fund)
• Increase development fees to support affordable housing
• Put the revenues from uploaded services back into poverty reduction
• Effective use of resources
• Supports to local agencies
• Keep public sector assets public as community assets e.g. Artscape

• **City Advocates to Other Levels of Government**
  • Federal and provincial and municipal policies are not coordinated
  • Education, housing and programs are not coordinated
  • Advocate around social assistance
  • OW rate increase
  • City advocacy on key issues: difficulty getting ODSP/childcare spaces and subsidy
  • City use revenue tools it has and seek authority to have more from province to raise revenues
  • Commitment to advocate for people on ODSP
  • Advocate to the province – advocacy is a big role for the city (e.g. childcare and legal issues)
  • Better support and collaboration between governments
  • Leveraging city resources efficiently with province and feds.
  • City advocacy on key issues such as difficulty getting ODSP
  • City advocacy on key issues such as child care spaces and subsidy
  • Political advocacy on equity in employment

• **Program accountability**
  • Increase police/service planning literacy
  • Review every program and formally evaluate outcomes
  • Review every program formally to evaluate outcomes
  • Review all existing programs and re-purpose where necessary
  • United Way building strong neighborhoods – contributes not attributional
  • Build more capacity with best practices

• **Collaboration**
  • Community hubs

• **Other**
  • Admitting we have class attitude, assume "poor people" have no potential. Need to shake that off and realize that "poor people" actually have potential.
  • Simplifying terms of reference to build community civic capacity
  • Cut T.A.V.I.S
  • Increase intergenerational relationships.
  • Allow self ID on forms to get data on systemic problems
  • Earlier identification of problems – e.g. identify bullying and deal with it
  • Matching physical/economic infrastructure with digital and social infrastructure: user friendly data-sets and community participation in service planning
  • Alternative media, but need more outlets
  • Community Services
  • Community legal clinics
  • Free Legal Help/Aid

7. How do we go about this work?
• **How can we make sure people with lived experiences of poverty are included?**

  o Organize it at the community level (Neighbourhood centres and community centres)
  o Inclusionary language
  o Engage people where they already go:
    o OW/ODSP offices
    o Drop-in centres
    o Food banks
    o Community centres
    o Libraries
  o By integrating feedback, not managing it
  o Invite them and go to community where they live
  o By integrating their ideas and feedback and producing results/changes in people’s lives
  o Simplified feedback loop for productive analysis and conversation
  o Interactive, particularly engagement tools such as Skype and social media
  o Make it accessible
  o By ENCOURAGING ASSET-BASED MIND SETS that see value to all contributions and potential
  o Organize events around them, time, issues, place. Use contacts working with them
  o Honorarium
  o Childcare
  o Language interpretation
  o TTC
  o Honoraria
  o Attendant care
  o Through faith groups and places of worship
  o Form neighbourhood action groups (resource convening) and engage regularly in neighbourhoods
  o Provide honorariums for participation in consultations, meetings, activities
  o Engaging and nurturing a comprehensive culture of equity and inclusion – at every stage, in every moment
  o Child care
  o Compensating for their time and involvement
  o Work with local community-based organization, faith based groups and take direction from them
  o Making sure community leaders are informed of all initiatives
  o Popular education – clear language and design materials e.g. "comic book"
  o Involve people with lived experience in planning and delivery of material
  o Providing info on scheduled follow-up dates
  o Bring outputs from discussions / consultation back to the community
  o Engage those with lived experience in not just discussion but action
  o Have food
  o Ensure this is authentic, with a real chance of change. Avoid 'awfulizing'. Avoid poverty porn
  o Provide proper funding / resources to community-based organizations and grassroots groups in "Neighbourhood Improvement Areas" for outreach / meetings / organizing
  o Direct service agencies could host small group consultations with service users in their communities
  o Reach out, provide services (e.g. childcare) during meetings, conversations etc.
  o Advisory committee of PWLE – involved meaningfully at every stage of process, including evaluation
  o By inviting people with lived experience to share their life experiences and engaging them at 'big' discussions
- Give leaders from lived experience communities leadership roles in this strategy
- Invite them to the table – community meetings
- Go into "their" communities and engage them
- Contact agencies like working for change
- Provide incentive
- Invite them to forums like this one
- Remove barriers to participation
- Honorariums, lunch tokens etc.
- Avoid "invitation only" events
- Align with existing networks
- Work with community agencies to convene and engage resident voices. Do so in an ongoing and accountable way that reports back to resources
- Run consultation meetings at local drop-in centres
- Train and engage them leadership capacity as researching policy advisories and community advocates to financial compensation
- Provide honorariums and TTC tokens
- Food, tokens, honorariums and childcare
- Let people with lived experiences drive the discussion and more people with lived experience on advisory panel
- Work on trust issues; many people with lived experience of poverty do not trust governments. Tokenism must stop
- Active invitation (door to door, commercials / YouTube videos)

- **Who needs to be involved in the next phase? (i.e. engagement activities, action plans to council?)**

- Potential champions who can take action forward (e.g. business leaders, union leaders)
- Youth
- Students (part of curriculum)
- The Mayor and the Council
- Mixed groups interested in specific aspects of the strategy
  - What it should do
  - Guiding principles
  - Structure
- Trustee's, MPP's, MP's, First Peoples Leadership
- Employers, as part of good jobs agenda
- School boards
- Those with lived experience – most especially equity-seeking and historically disadvantaged groups and communities!
- All levels of government
- Urban planners
- More private – sector players
- Catholic charities of the Archdiocese of Toronto
- Champions from different sectors who will help design and engage their peers
- Senior leaders from all sectors (need commitment)
- New immigrants / refugees and racialized community in low-income neighbourhoods
- Anti poverty groups at neighbourhood levels but also action groups like OCAP
- Provincial government
- Policy makers
- Aboriginal groups and people who use drugs
- Media outlets
Youth

Faith Community Leasers and people from faith communities who are already actively engaged in poverty reduction work

Human resource departments and community employment agencies

Businesses that practice corporate social responsibility practices

Councillors

Everyone including:

People with lived experience

Solutions thinkers and systems wizards

Captains of industry who live here and need good communities, healthy world for themselves and their kids!

Unions

Get into high schools and middle schools

Don't forget grassroots tables and community members at each step

Business community

All stakeholders include City, agencies, service providers, residents and

Business

Police

Seniors

Other levels of government that are implicated by or loves to play a part

Private sector

Unions' and non unionized workers

All sectors, all races

Private, policy maker, interfaith seekers and youth

Youth, young parents, educators and scientists

Lived experience

Community leaders

Popular leaders – writers, musicians

Residents of low-income neighbourhoods

Media, CEO's, youth and children

Young people, women, racialized people, PWD, immigrants most affected

Young people with disabilities

Systems leaders:

Education

Health

Police

Justice etc.

Traditionally underrepresented groups:

Newcomer groups

Residents with ESL

People with disabilities

Youth

Researchers / academics and university / college students

Who doesn't need to be involved?

Politicians

People in lived experience of poverty, migration, disabilities, racialization

Residents in "NIAs" and resident-led grassroots groups

Need to engage people who have an interest in doing more than simply defending existing programs:

Anti-poverty activists (OCAP, JAFP, FFC)

People in low-income communities
- Housing activists
- The Toronto left
- Community service agencies including people with lived experience
- More business leaders

- **How can we engage people who don't think poverty affects them?**
  - Provide realistic analogies (compare community / government systems to body systems) → working together to maintain efficiency
  - Notify them that it will affect their loved ones in the future e.g. grandson. It will affect the community and city they live in
  - Share examples of success stories (e.g. before and after) take them to where successes are
  - Showing them the benefits of a poverty free society
  - Articulate issues that connect / impact / resonate with people
  - Personal contacts through poverty reduction advocacy
  - Frame it outside of / beyond "Poverty"
  - Create more mixed income, education, create communities and groups across class
  - Break it down into issues that affect them such as housing, employment, health, education
  - Talk about impacts (monetary and non-monetary) of poverty. About how much dollars we spend trying to mitigate the effects vs. solve. Use words that speak to "Canadian values"
  - Emphasise moral / ethical obligation to one another
  - Help them make the connection. Impact statements, evidence based research results
  - Engage people from these groups who are "early adopters" to the idea that addressing poverty is in everyone’s interest i.e.
  - Progressive developers
  - Business sector reps
  - Discuss city budget
  - Create awareness on the Broader effects of poverty and how this co-relates with them
  - Discuss how to deliver social services more efficiently
  - Be open to alternative service delivery options
  - Focus on the cost of serving the poor i.e. the New York Times million dollar man
  - Prepare concise presentation of the facts that demonstrate the impact on all and the future cost of inaction. Engage in dialogue that is solution focussed
  - Participatory budgeting to identify / address service gaps
  - Show how reducing poverty will save costs in the long run and lead to vibrant, prosperous city
  - Create links to what’s relevant for them (i.e. childcare / housing / food issues)
  - Talk about fairness and building a better city for all
  - Engage them by telling stories
  - Use angle of healthy communities affecting everyone – rich and poor alike
  - Talk about well-being of future generations
  - Identify how exactly they can be part of the solution
  - A "Mayors speaking stories" and what poverty means to Toronto
  - Civic Action "1000 dinners" to model and encourage people to gather and talk about what matters to them in poverty reduction
  - Focus on effect of poverty on all. Find their interest in this. Address people's basic sense of fairness. Debunk myths
  - Organize sessions with other working-class people around their concerns and bring poor working class people to the sessions so they can discuss and organize around common strategies
  - Focus on what we all want and connect that to reducing poverty
  - To make a region wide program that engages those people to listen to people with "LIVED EXPERIENCE" on a alternate or monthly basis
- Engage the media to debunk myths and to disseminate info / to educate
- Social consciousness workshops that engage them in school on site
- Opportunities for people to share stories and do public education and media work
- Need strong allies to speak on these issues and take leadership at every opportunity
- By inviting them to meetings like these – community events, share how they can make a better community for all
- Framing issue poverty affects us all. Toronto is a better city when we all succeed
- Yell at them
- Equity is the superior economic model – building healthy, equitable, sustainable neighbourhoods, communities and economies
- Frame wealth and wealth creation / distribution as the issue (they won't hear "poverty" discussions)
- Demonstrate the positive impacts for all when poverty is reduced
- Go with who's around the table – build as you go – don't let "perfection" be the enemy of progress
- Find common City

- **Which tools can we use to engage people on an ongoing basis?**
  - Social media, e-mail, newsletters, reports
  - Regular home mailers
  - Partner with local print media for regular dedicated space
  - Robust / effective and ongoing community consultation – i.e. community-based budgeting
  - "Leverage common interests – gather around:
    - Community gardens
    - Sports / physical activity
    - Arts / culture activities
  - Social media for some, existing stakeholders groups other than usual suspects e.g. BIAs, resident groups
  - Setting targets and regular reporting
  - Regular meetings and reporting
  - Convince Councillors to lead local discussions and follow up in their literature, forms etc.
  - Open forums and host a rally at City Hall
  - Social media #TOPRS
  - Action engenders talk engenders action
  - Town Halls / Forums
  - Polling
  - Open debates
  - Prove to us that you mean it. DO SOMETHING concrete, fast and people will want to engage
  - Use plain English language and translate info
  - Material written in accessible language
  - Block parties to share and inform
  - Show regularly that feedback for people is being incorporated and leading to change
  - Provide updates that can be cross-posted to community distribution lists that include info such as where Poverty Reduction Strategy is at and how people can engage
    - Meetings
  - Online update
  - Email or "push" updates
  - Invitation for further comment
  - Regular progress reporting
  - I need good popular education tools that help support conversations about:
- What is poverty
- How can we address it
- What can the city do
- What do other levels of government need to do
- Combination of in-person community meeting and anonymous feedback system
- Use participatory planning at all phase from brainstorming to implementation
- (Community meetings) social media
- All kind of:
  - Telephone
  - E-mail
  - Door to door
  - Face book
  - Flyers
  - Social media
- Make participation as easy and accessible as possible for community members / people in lived experience to hold information and action sessions
- Hold meeting on all topics – it is all connected
- Op-eds
- Providing more community spaces and resources to community groups
- Show change is happening through this process!! If nothing actually changes this movement will be lost
- Report back to the community on outcomes annually
- KTE (Knowledge Translation and Education) strategies to address different audiences and geographies
- Innovation labs > give people projects to work on together
- Use the internet: Twitter, Facebook, community meetings
- Tools – workshops on confidence building programs and honorariums
- Self-esteem building programs and honorariums
- Skilled labour programs for women/men with TTC and honorariums
- Social media and community groups
- Community update meetings, social media, blogs
- Geographic information systems that provide visualized info graphics of a user-friendly nature
  → simplified terms of reference
- Community support workers
- Culturally relevant and responsive
- Simple info blogging
- Social media, ongoing media partnerships
- Deep media partnerships
- Large whiteboards / sheets of butcher paper in community centres on a "Poverty-Free Saturday"
- "World Café" model
- Conversation circles
- Materials in:
  - Plain language
  - Multiple languages, including Braille
  - Social media, word of mouth, focus on relationships in communities
  - The Arts, Drama and Music (diverse traditions) spoken word
  - Technology and community recreation centre and posts
  - Use the arts

- How could you/your community play a role?
- Work to build civic engagement / political engagement
- Have them organized with transit users depending on lower fares – help support a larger movement to get low-income transit passes
- To hold elected politicians and City officials accountable
- Food banks could host community discussions using the tool kit
- Participation with seniors:
  - Mental health sector can also hold community consults to provide input
  - Engage frontline staff in health and social service agencies to be more active citizens
  - Community outreach – engagement at social services agencies. Some have social action groups or awareness of self in the community
- Host sessions on the process and provide feedback
- I want to see the women of my community come out of their homes, out of isolation, and take part in activities, that will help them acquire some education, skill and training. That will develop confidence in them, and give them a chance
- Be a convenient place and space for dialogue (YSM). Community could foster broader resident voice
- I could host a neighbourhood / street pot luck and discuss with my neighbours
- I can connect with community organizations and support them to have these conversations in their programs
- Leverage established community groups, such as Parent Council
- Participate is discussion
- Network broadly among multi-faith communities – hold multi-faith town halls, etc.
- We could ask unions to have facilitated discussions
- Research and leadership development among marginalized organizations to contribute to this
- 'After service' 45 minute discussion starter for faith communities to do in their local place of worship
- Every neighbourhood should have at least one group conversation (e.g. tea/coffe gathering)
- Simplify city reports and strategies to build community civic capacity
- Linking specific networks (i.e. LGBTQ youth experiencing homelessness)
- Support leadership development to deal with common issues
- Organize and engage the recipients in our food bank
- Convene multi-stakeholder and existing groups
- Translate materials into some other languages
- *Push our industry to address social issues with the tools they have
- *Raising awareness in faith groups
- *Plan events, share stories, mentor others
- Faith communities / places of worship!
- Take advantage of churches position as community hubs
- Convene / co-ordinate link local to systemic / popular education / carry thread of discussion forward over time / galvanize wisdom / skills / assets at community level
- Focused / targeted capacity building-training in disaggregated data collection, gathering and analysis
- *connect conversation with all parts of the city
- Galvanize cross sector place based strategies to move them forward

**What does Community Engagement look like?**

- Considers revenue side questions i.e. fair and adequate taxation to fund poverty reduction
- Need to have a budget to pay for childcare, honoraria, advertising etc.
- A shared commitment and active engagement of a culture of equity and inclusion
- Educating and involving people in the community on decision making
o Deliberative, interactive, local. Get down to the ward / neighbourhood level
o Neighbourhood days and information exchange
o *Informal and frequent interactions between community members / neighbours
o Ongoing support for dialogue – not "one-off's"
  o Engaging people where they are) parent groups / cooking clubs / sports leagues etc.)
  o People’s passions, place based, initiatives intentionally linking with mechanisms to connect
    people to affect systemic change
  o Contributing ideas and help in order to improve the community
  o Model a new deliberative and democratic approach to policy development which can be used in
    other policy areas
  o Circling back to the people you consulted and asking if you got it right
  o Cool hash tag to get the ‘chattering class / young talks(?)’ and those disengaged from
    mainstream politics
  o Organizing the people most effected by giving forums to drivers of poverty to discuss, debate,
    learn and fight back / demand change
  o Community led service audits to identify gaps
  o Having no hidden / top down agenda and allow community to lead / challenge / question……..
  o It looks like how people regularly come together to be social and solve problems they face
  o Diverse, interactive, asset based, community led
  o To allow people to engage on issues, put up some straw dogs, offer early wins
  o Inclusiveness
  o Many diverse voices
  o The fact that people from all countries backgrounds are asked to take part in all events in the
    region, regardless of their status, employment status, regardless of their education
  o Transparency across all phases of the strategy and opportunities for input throughout
  o Inclusive of those communities affected by poverty – is essential
  o When all community come together to find common ground
  o Fun, engaging and adoptive to connect with diverse audiences and interests
  o Protests and demonstrations (don’t be afraid of these!)
  o Occupy
  o Pop-up democracy at community centres and parks
  o Multiple avenues – variety
  o People organizing and struggling for what they need / believe in
  o Have a presence in community spaces!
  o Good engagement takes time and supports
  o Equity and diversity and decentred framework at all stages
  o Broad spectrum in the way people process and learn
  o Every event we plan must have something that offer for everyone
  o Informed, well designed, safe, respectful and diverse forums for ongoing dialogue and with
    engagement and ownership of the solution and the delivery of the solutions!
  o Celebration of small successes
  o Mutual partnership with communities where change initiatives are co-constructed, (Being
    critical of who is "engaging" whom....and cognizant of not reinforcing power inequities)
  o All members of the community are present / represented
  o Inspiring, hopeful
  o Working together to ensure that every member of the community understands the community
    "state"
  o Making info on governance and administrators available to the public
  o Bottom – up inclusive most affected at the centre
  o X-CITY info sharing and community capacity-building
  o What is happening for poverty reduction that you wouldn’t want to close
What gaps do you see?
What are some great ideas to fill these gaps?
OW, as broken as it is —
Benefit card
Workshops like women speak out
Work on benefits / going to school
Community benefit agreements
Eglinton cross-town
Pan Am / Para Pan A games?
Other!?!?
That specifically seek to provide employment / contracting opportunities for equity seeking and historically disadvantaged groups
Cross-sectoral partnership to address needs / gaps in communities by creating:
Programs
Facilities
Employment
Opportunities
Minimum wage increased marginally and pegged to cost of living → need about — poverty for minimum wage
Cross-sectoral collaborative research to draw clear attention to growing inequality and the disproportionate experience or exposure to those inequalities and disparities:
Ethno racially
Gendered
WRT (Dis)ability
LGBTQ
Single mothers
Immigration and citizenship status etc.
People with lived experience supported to be central partners in the entire process
Labour force that allows young people first job and career laddering opportunities
Co-ordinated inter governmental and stake holders strategy on key topics – housing, employment
Comprehensive affordable housing strategy
Universal child care strategy
Comprehensive effective work force development strategy
Comprehensive affordable sustainable housing
Homelessness