

# COMMUNITY BENEFITS PLAN COMPONENTS

The Community Benefits Plan to be delivered as part of the Gordie Howe International Bridge project reflects community priorities heard to date and is comprised of two components:



## WORKFORCE DEVELOPMENT & PARTICIPATION STRATEGY

Geared toward engaging businesses and providing employment opportunities. The strategy to be finalized and implemented will centre on workforce, training and pre-apprenticeships/ apprenticeships.

There are three sections to this strategy:

- **at least \$250 million of the total value of the work during the design-build phase in Canada will be performed by, contracted to, or supplied by the workers or contractors located in the City of Windsor or within 100 kilometres of the City of Windsor**
- **engaging and employing Canadian Indigenous Peoples in and around the City of Windsor, Essex County and Walpole Island, Ontario and contracting their businesses**
- **engaging, employing and contracting Detroit residents and Detroit-based and Detroit-headquartered businesses.**

The Disadvantaged Business Enterprise (DBE) goal established for this project is 2.15% of the cost of the construction and engineering work needed to complete the Michigan Interchange and the portion of the Bridge that is located in Michigan.



## NEIGHBOURHOOD INFRASTRUCTURE STRATEGY

A \$20 million community infrastructure investment focused on priorities identified through the two-phase consultation that took place between 2015-2019 with communities, businesses, Canadian Indigenous Peoples and other stakeholders in Windsor and Detroit.

The Neighbourhood Infrastructure Strategy is comprised of initiatives that are consistent with the Crossing Agreement and the key regional priorities identified:

- **community partnerships**
- **the effects of construction and operation issues**
- **community safety and connections**
- **economic benefits**
- **aesthetics and landscaping**

Further consultation will be undertaken during the implementation of these initiatives.



# WORKFORCE DEVELOPMENT INITIATIVES

Collectively more than 80 initiatives have been identified for implementation to ensure that Windsor, Detroit and Canadian Indigenous Peoples have opportunities for employment or to provide goods and services to the project.

**These initiatives focus on ways to engage the following entities:**

- General Public/Stakeholders
- Elementary and Secondary Schools
- Post-Secondary Institutions
- Subcontractors
- Unions
- Vendors
- Workforce Development Agencies

## **Training/Education Opportunities:**

- Partner with local educational institutions to identify research opportunities
- Participate in speaker series and offer mentorship
- Partner with apprenticeship organizations and local unions
- Provide ESL and job training sessions
- Partner with educational institutions to provide co-op/work placements

## **Indigenous Peoples Opportunities:**

- Explore business partnership opportunities
- Implement First Nations policy
- Commission local artists to create community/art murals
- Partner with training organizations to arrange onsite training
- Increase awareness of skilled trades careers and support apprenticeship programs



# WORKFORCE DEVELOPMENT INITIATIVES

## Employment Opportunities

- Require subcontractors hire at least 20% new hires from local region
- Participate in job fairs/employment sessions
- Identify and select pre-apprentices and apprentices
- Enhance the community/employment groups awareness of the project and skills required

## Business Opportunities

- Host Business-to-Business info sessions
- Provide two-way communication with local subcontractors
- Provide online system to invite local businesses to submit information on capabilities and capacity
- Foster growth of small companies by purchasing goods, supplies and services under \$25,000

To deliver these initiatives, WDBA and Bridging North America have identified agencies and organizations that have the necessary knowledge, expertise and capacity. We will work with these delivery partners to reach Windsor, Detroit and Canadian Indigenous Peoples residents and businesses. Delivery partners include:

- *Project Subcontractors*
- *Local Elementary and Secondary Education Institutions*
- *Post-Secondary Education Institutions*
- *City of Windsor – Employment and Training Services*
- *Workforce WindsorEssex*
- *WindsorEssex Economic Development Corporation*
- *Windsor Construction Association*
- *Heavy Construction Association of Windsor*
- *Windsor Essex Regional Chamber of Commerce*
- *New Canadians' Centre of Excellence*
- *Walpole Island First Nation*
- *Detroit Employment Solutions Corp.*
- *Southwest Detroit Business Association*
- *Wayne County Community College District*
- *Detroit Regional Chamber*
- *Access for All*
- *Focus: Hope*
- *Southwest Solutions*
- *Unions in Project Labour Agreement*
- *Contractor and construction associations*
- *Local workforce development organizations*



# NEIGHBOURHOOD INFRASTRUCTURE STRATEGY US INITIATIVES

## AESTHETICS & LANDSCAPING INVESTMENTS \$5.34 MILLION

### Community Home Repair Program

**Timing:** 2019 for five-year duration

**Partner:** To be confirmed

- Launch a home repair program in the Delray neighbourhood for eligible homes in the area of the US Port of Entry
- A catchment area will be announced at the time of the program launch that will include homes south of I-75 adjacent to the US Port of Entry
- Issue an RFP to identify and select a partner that can develop, administer and implement the program
- Eligible homeowners will qualify for improvements to roofs, furnaces, windows and insulation up to a per household cap to be determined.

### Clark Park Improvements

**Timing:** To be confirmed      **Partner:** City of Detroit

- Investments into fitness equipment at Clark Park serving the Delray and Southwest Detroit community.

### Neighbourhood Green Improvements

**Timing:** 2020 and 2024

**Partner:** Greening of Detroit

- Co-host two tree giveaways with Greening of Detroit during the construction phase of the project

### Local Street Enhancements

**Timing:** To be confirmed

**Partner:** City of Detroit

- Further enhance Delray local streets by adding community features such as solar-powered mobile lighting, safety lighting near homes, new bus stop seat furnishings, etc.

### Neighbourhood Trailhead and Garden

**Timing:** To be confirmed

**Partner:** Michigan Department of Transportation (MDOT)

- Establish a trailhead and four-seasons garden adjacent to a new MDOT parking lot to be constructed in Delray near Historic Fort Wayne
- The trailhead will serve cyclists and pedestrians utilizing the multi-use paths surrounding the US Port of Entry.



# NEIGHBOURHOOD INFRASTRUCTURE STRATEGY US INITIATIVES



## COMMUNITY SAFETY AND CONNECTIONS \$1.33 MILLION

### Expand Adjacent Trails to Connect to Gordie Howe International Bridge

**Timing:** 2024     **Partner:** To be confirmed

- Invest in expanding cycling infrastructure near the US Port of Entry to create connections
- Investments may include creation of paths, installation of safety lighting, directional and wayfinding signage and emergency call boxes, development of pedestrian and cyclist-friendly, outdoor amenity spaces.

### Transportation Improvements

**Timing:** 2019

**Partner:** The Community Health and Social Services Center (CHASS), People's Community Services (PCS), Clark Park Coalition

- Invest in new 12-15 passenger vans to be donated to CHASS, PCS, and the Clark Park Coalition to support transportation of clients and youth utilizing the programs and services provided by these community organizations.

### Construction Observation Platform

**Timing:** 2020

**Partner:** City of River Rouge

- Construction of an observation platform at Belanger Park in River Rouge that would allow students, residents and tourists to view ongoing construction of the Gordie Howe International Bridge project
- Features to include wayfinding signage, benches, binoculars, photography area and subsidized access to the park.

### Bike Rack Design Contest

**Timing:** 2023

**Partner:** To be confirmed

- Create and run a contest for local artists to design one-of-a-kind, locally-inspired bike racks that can be installed at various community locations/trailheads within the expanded adjacent trail network.

# NEIGHBOURHOOD INFRASTRUCTURE STRATEGY US INITIATIVES



## COMMUNITY SAFETY AND CONNECTIONS \$1.33 MILLION

### People's Community Service Partnership

**Timing:** 2019 for three-year duration

**Partner:** People's Community Service

- Invest in facility repairs and programming development at Delray House managed by PCS.

### Fort Street Bridge Project

**Timing:** 2019

**Partner:** Friends of Detroit River

- Invest in an element of the Fort Street Bridge Park enhancements as part of the Fort-Rouge Gateway Project being undertaken.

### Delray Art Project

**Timing:** To be confirmed

**Partner:** Urban Neighborhood Initiatives

- Work with local artists/youth to create at least one mural within the Southwest Detroit community through the Southwest Urban Arts Mural Project (SUAMP).

### Community Organization Investment

**Timing:** 2020 for five-year duration

**Partner:** Local Community Organizations

- Annual \$50,000 investment allowance for community organizations located in Delray/Southwest Detroit or servicing Delray/Southwest Detroit residents
- Eligible community groups to apply annually for funding between \$1,000 to \$25,000 for events, programming and infrastructure improvements
- Local Community Group will assist in application review
- Funding will be released once annually over five years
- Policy framework to be developed.



# NEIGHBOURHOOD INFRASTRUCTURE STRATEGY US INITIATIVES



## **Southwest Detroit Business Development Program**

**Timing:** 2020 for three-year duration

**Partner:** Southwest Detroit Business Association

- Support the Southwest Detroit Business Association to launch a new business development program, Bridges to Prosperity, for a three-year period
- The program will feature supports for small businesses and entrepreneurs located in Southwest Detroit through business technical assistance, consulting and drop-in services.

## **Windsor-Detroit Cross-River Tour – US Features**

**Timing:** 2023

**Partner:** To be confirmed

- Create an international walking/cycling tour highlighting the unique culture and history of Delray and Sandwich communities through plaques/interpretive signage to be installed at key locations along pedestrian and cyclist routes on Jefferson Avenue and adjacent to the US Port of Entry approaching the bridge
- Complementary plaques to be installed on Canadian side, along with a border marker at the centre of the bridge
- Will engage local historians and residents through further consultation.



# 2020 COMMUNITY ORGANIZATION INVESTMENT

As part of the Community Benefits Plan, the Gordie Howe International Bridge team has launched the 2020 Community Organization Investment to support eligible organizations located in or servicing **Sandwich/West Windsor or Delray/Southwest Detroit**.

Funding will be made available on an annual basis for a five-year duration from **2020 and 2024**. There is an annual **\$50,000** (CDN) investment allowance per country and requests for funding can range from **\$1,000 - \$25,000** (CDN).



Applications for the 2020 funding cycle will be accepted until **January 31, 2020**, and are available at **[GordieHoweInternationalBridge.com](http://GordieHoweInternationalBridge.com)**

Applications will be considered for funding if:

- The applicant is a registered charity or has a trustee relationship with a registered charity
- The applicant is located in or provides services to the Sandwich/West Windsor or Delray/Southwest Detroit communities
- The requested funding will be used to support events, programming and infrastructure improvements that will directly benefit Sandwich/West Windsor or Delray/Southwest Detroit
- The requested funding aligns with one of the Community Investment Priorities, including: community partnerships, community safety and connections, economic benefits, and/or aesthetics and landscaping.