



Report Back to the Regent Park Community:

Response to Hate Crime at the Daniels DuEast Condominium
Construction Site on June 26, 2020

November 2020

Daniels
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Content Warning

Please note this report engages with potentially disturbing content related to racism and racial violence.

BACKGROUND AND CONTEXT

The Daniels Corporation

The Daniels Corporation (Daniels) is a builder/developer that builds with a passion for creating vibrant communities in every sense of the word. Understanding that quality of life is created by much more than physical buildings, Daniels goes above and beyond to integrate building excellence with opportunities for social, cultural and economic well-being. In so doing, value is created for everyone. Over the course of its 35-year history, Daniels has built more than 30,000 award-winning homes and apartments, master-planned mixed-use communities, and commercial and retail spaces.

Since 2006, Daniels has been Toronto Community Housing's (TCH's) development partner for Phases 1, 2 and 3 of the revitalization of Regent Park, a redevelopment being looked at around the world as a model by which urban communities experiencing socioeconomic hardship can be re-imagined into inclusive, sustainable and resilient neighbourhoods. Daniels understands that social infrastructure and community economic development opportunities are integral to this vision. During this time Daniels has directly contributed \$2,558,000 million to help create and nurture a healthy and vibrant social infrastructure in Regent Park and has facilitated further contributions of \$5,071,000 million from the corporate and philanthropic sectors in support of social infrastructure initiatives.

Hate Crime Incident at Daniels' DuEast Condominium Construction Site on June 26, 2020

On June 26, 2020, a hanging noose was found on a Daniels construction site located at the corner of Dundas Street East and Sumach Street in Regent Park. The incident was the third of its kind in Toronto reported by news media. Earlier in June, similar hate paraphernalia was found at two separate construction sites managed by other builders. As of September 2020, two more such incidents have been reported across Toronto. In each case, the hate paraphernalia directly targeted the Black community.

The incidents coincide with a time of increased social awareness of the harmful impacts of anti-Black racism and prejudice, both individual and systemic, and a summer of action on the part of anti-racism protestors both in Toronto and across North America who continue to call for racial equality and justice.

This Report details the immediate and longer-term response by Daniels to the hate crime on the DuEast construction site as well as corporate and industry actions against racism.

Request by Regent Park Neighbourhood Association

In the week following the hate crime incident, the Regent Park Neighbourhood Association (RPNA) reached out to Mitchell Cohen, President & CEO of Daniels requesting information on Daniels' response to the incident, including:

- The all-workers meeting that took place on DuEast construction site on June 29;
- Daniels' internal investigation;
- Corporate efforts to end systemic racism within the organization and in the construction industry.

In response to the above request, Daniels has prepared this Report. The pages that follow will detail how Daniels is working to address the hate crime incident, Daniels' internal and organizational-level approach to confronting systemic racism, and work we are undertaking with other stakeholders to address systemic racism in the construction industry.

Vision for Inclusivity

Daniels understands that we have a platform to be leaders and innovators in addition to a responsibility to do our best as city builders.

We stand firmly against racism and prejudice, individual and systemic, in all its forms. As an organization, our goal is to embody diversity, respect and inclusion. We are committed to supporting diversity in all our practices - internal and external. We have worked hard over the years to support and foster vibrant, inclusive communities. And we will continue to support communities and organizations that work toward creating equality in a world where it is most definitely needed.

Each of us has the power to influence the elimination of discrimination and racism. As a community builder, we work hard to lead by example. Our current work with Habitat for Humanity, Egale, L'Arche, Covenant House, Second Harvest and Peel Non-Profit Housing Corporation in addition to the many incredible community organizations and grassroots groups in Regent Park are real time demonstrations of our commitment to create communities in which equity and inclusion are at the heart of the agenda.

As an organization, we recognize more can be done to strengthen our values and commitment to equality. We are actively implementing several diversity and inclusion initiatives to further support a healthy work environment, open conversations and above all else, a workplace where everyone feels accepted for who they are. Furthermore, we are engaging in critical conversations at the industry level to help make sure that racism, anti-Black racism and prejudice have no place on our construction sites, in our workplaces or in our communities.

SECTION I: RESPONSE TO HATE CRIME INCIDENT

This Section in Brief

Completed Action	Ongoing Action	Future Action
<ul style="list-style-type: none">• Public Statement• All-Workers Meeting• Internal Investigation	<ul style="list-style-type: none">• Police Investigation• Participation on Community Actions• Site Signage	<ul style="list-style-type: none">• Collaboration with Crime Stoppers• Call for Artists

Given the history of anti-Black racism across North America, including in Canada, Daniels understands that our response to the hate crime at DuEast Construction site must be multi-layered, collaborative and most importantly, ongoing.

We recognize an effective response must acknowledge that racism is based in historic injustices that continue to impact racialized communities, both on an individual and systemic level.

As such, in seeking to address the hate crime that took place on June 26, 2020, Daniels has sought to address the incident directly, but is also reflecting on internal policies and procedures and engaging in dialogue with stakeholders across the construction industry.

Public Statement

In the hours following the discovery of hate paraphernalia, Daniels' President & CEO, Mitchell Cohen, released a public statement. In this public statement, Mitchell was unequivocal in naming the incident as a hate crime, and an act of racism perpetrated directly against the Black community. He also reaffirmed that there is zero-tolerance for racism, prejudice and hate on Daniels' construction sites and within the organization as a whole.

Mitchell Cohen's full statement can be found in Appendix 1.

All-Workers Meeting

In follow up to the immediate response to the hate crime, Daniels initiated a series of All-Workers Meetings on all Daniels construction sites across the GTA starting with the DuEast site.

These meetings included senior members of the Daniels team, including Sam Tassone, Construction Partner and Steve Langdon, Vice President, Construction Operations in addition to construction site management team members, representatives from construction unions and associations, and all workers on site.

The first All-Workers Meeting was held on the first workday following the hate crime (Monday, June 29, 2020) before any work commenced on the DuEast site. Following this meeting, additional

All-Workers Meetings took place at all other active Daniels construction sites across the GTA, including other sites in Toronto, Mississauga, and Scarborough.

The content of these talks reiterated Daniels' disgust at the hate crime that took place, reinforced that there is zero tolerance for racism and hate on our construction sites and within our organization, and repeated our commitment to stand against racism and prejudice. Anyone with information about the hate crime was asked to come forward. Union leaders as well as representatives from residential construction industry associations were present and spoke to their organizations' positions on the incident and shared our stance against racism.

In total, 140 workers attended the All-Workers Meeting at DuEast construction site. The total number of workers in attendance across all Daniels construction sites was over 900.

+900 Total number of workers in attendance across all Daniels construction sites

Representatives from the following unions and industry associations attended

All-Workers Meetings:

- IBEW Local 353
- Drywall Acoustic Lathing and Insulation Union Local 675
- Central Ontario Building Trades
- International Union of Painters and Allied Trades
- International Union of Elevator Constructors Local 50
- Sheet Metal Workers' International Association Local 285
- Carpenters Local 27
- LIUNA Local 183
- UA Local 46
- The Building Union of Canada

Investigations

The public statement by Daniels following the hate crime at DuEast referenced an investigation by Toronto Police Services (TPS) and a Daniels internal investigation by independent third-party experts who specialize in health and safety in the workplace.

Immediately upon discovery of the hate paraphernalia on DuEast construction site, Daniels filed a report with TPS, and has cooperated fully in their investigation, including providing direct access to the construction site, video surveillance footage, attendance sheets and the contact information for all trades and contractors working on site. This Police investigation is ongoing.

Daniels also launched our own internal investigation. This investigation was conducted as part of Daniels' Workplace Violence Prevention Policy and Program, which is required by the Occupational Health and Safety Act (OHSA).

The internal investigation included a review of Daniels policies, video surveillance from the site, interviews with site supervision staff as well as workers from a number of trades, unions and disciplines and security review logs.

The internal investigation concluded that a noose was tied from an old rope that had been hanging from the roof of the construction site and that this noose was likely directed at one or more of our Black co-workers as a form of harassment or threat of workplace violence.

Unfortunately, the investigator was unable to determine who committed this heinous act and indicated that it was an open question as to who tied the noose, whether internal or external to the project. Should additional information or evidence come to light, Daniels is prepared to reopen the internal investigation.

While our internal investigation has ended, Daniels has initiated discussions with Toronto Crime Stoppers to provide anyone with information about the DuEast hate crime the opportunity to report anonymously. Daniels plans to work with Crime Stoppers Toronto over the coming months to create additional site signage and highlight the investigation on the Toronto Crime Stoppers website and social media.

It is important to note that Toronto Crime Stoppers has developed a new approach to their work and no longer provides financial rewards in return for information. Daniels has not ruled out the possibility of offering a financial reward for information that leads to the identification and prosecution of the individual or individuals who perpetrated the hate crime. However, we think it important to provide individuals with an opportunity to provide tips anonymously and will pursue additional steps like offering a financial reward when appropriate.

Recognizing that systemic racism has created significant mistrust in racialized communities of this type of investigation, Daniels hired an independent law firm, Sherrard Kuzz LLP, and specifically requested that a Person of Colour lead the investigation. This law firm specializes in employment and labour law, and the lead investigator Priya Sarin also specializes in employment law and human rights related issues. The firm and lawyer have extensive knowledge of and experience with Daniels health and safety policies including the Workplace Violence and Harassment Prevention policy.

Participation in Community Actions

Since the incident, members of the Regent Park community have come together to organize a few events to express solidarity with the Black community and call attention to systemic racism, both within the construction industry, and society at large. Events also offered space for individuals from the Black community to share their lived experiences of racism and provided opportunities for intergenerational dialogue and community healing.

It was important for Daniels to both support and have team members attend each event, including on June 28, July 1, and August 8, 2020.

Site Signage and Ongoing Efforts

While the All-Workers Meetings that took place on Daniels construction sites were an important first step, we are committed to continuing to reaffirm that there is zero tolerance for racism, prejudice and hate on our construction sites in Regent Park and across the GTA.

Daniels is therefore taking additional steps to protect racialized workers from discrimination on its construction sites, which includes clear messaging to all workers on our sites and improved training on acceptable standards of conduct on our projects.

For example, large-format signage has been created and placed at the entrance of each Daniels' construction site. This signage, which is depicted on the next page, expresses solidarity with the Black community, clearly outlines company values, and demonstrates the Daniels commitment to taking action to address incidents of discrimination and hate.

There are ongoing meetings and dialogue on site to ensure that any instances of racism and discrimination are immediately reported and appropriately addressed. Senior leadership at Daniels has been communicating with construction site management staff to make sure the reporting process for such incidents is clear and implemented.

Social Justice and Local Economic Development through Art

Art has often served as an important and engaging tool for social justice. Daniels' experience in Regent Park has also demonstrated that local sourcing of artwork contributes to economic development particularly for new and emerging artists.

As part of our local art procurement program, we have created an opportunity to commission artwork that will be permanently displayed within the publicly accessible office lobby at DuEast. We will be issuing a specific Call for Artist Submissions for this new piece. The Call for Artist Submissions will be for a Black, Indigenous, Person of Colour artist/art collective from Regent Park and/or Downtown East. Artists will be encouraged to submit proposals for artwork that prioritizes representation and visibility of BIPOC communities.

Construction Industry Meetings with Mayor Tory

Sam Tassone, Construction Partner, represented Daniels at a meeting between senior executives of various construction companies and Mayor John Tory to "discuss incidents as well as policies and approaches that could be implemented to tackle anti-Black racism in the industry."¹ Daniels is committed to collaborating with stakeholders within and beyond the construction industry to address systemic racism.

¹ <https://www.cp24.com/news/tory-meets-with-construction-industry-leaders-to-discuss-horrific-incidents-of-anti-black-racism-at-work-sites-this-summer-1.5093148>

BLACK LIVES MATTER.

The Daniels Corporation denounces any and all acts of hate.

We stand firmly against all forms of racism and prejudice.

We stand in solidarity with the Black community.

WE ARE:

- PRO-DIVERSITY • PRO-INCLUSION • PRO-EQUALITY
- PRO-COMMUNITY • PRO-UNITY • PRO-LOVE

There is ZERO TOLERANCE for any form of hate or discrimination on our construction sites and within our organization.

If you hear or see something that does not support these values, SPEAK UP immediately and REPORT IT to the site management team.

We will take action!

Daniels
love where you live™

SECTION II: ADDRESSING RACISM AND PROMOTING DIVERSITY & INCLUSION AS A COMPANY

This Section in Brief

Completed Action	Ongoing Action	Future Action
<ul style="list-style-type: none">• New Anti-Discrimination Policy• New Hiring Policy	<ul style="list-style-type: none">• Inclusion and Belonging Survey• Participation in United Way ILEO Charter• Participation in BlackNorth Initiative• DEI Committee• DEI Trainings• DEI Forums• DEI Vision and Mission Statements	<ul style="list-style-type: none">• Human Resource System Upgrade

Inclusivity has been central to our work and our workplace culture at Daniels. The events of this past summer have highlighted the need for reflection and resulted in a recommitment to having diversity, equity and inclusion at the forefront of our internal People & Culture (human resources) approach as well as our external work.

Many of the initiatives detailed below were developed as a result of this ongoing internal reflection, and discussions with Daniels team members throughout June, a time when protestors across North America were calling for racial justice. In the context of the incident at DuEast construction site on June 26, and the other hate crimes which took place on construction sites across Toronto, we know these initiatives need to start now.

Daniels has engaged the Canadian Centre for Diversity and Inclusion (CCDI) and Matrix 360, to inform and help implement this work. We will also continue to seek out resources and advice from experts, particularly those with lived experiences, as we learn how to do better.

Anti-Discrimination Policy

While Daniels has an existing Workplace Violence and Harassment Policy and Program, we recognize the value of a specific Anti-Discrimination Policy.

As a result, our People and Culture Team at Daniels has developed an Anti-Discrimination Policy that is intended to provide protection against discrimination, and affirm our commitment to providing reasonable accommodation, up to the point of undue hardship, to any employee who may require

accommodation because of his or her membership in one or more Protected Groups, as outlined under the Human Rights Code. The Policy will incorporate feedback from the newly created Diversity and Inclusion Committee made up of Daniels team members from a range of backgrounds as well as departments within the company.

Inclusion and Belonging Survey

'What gets measured gets managed.' Daniels recognizes that data collection is crucial for the development of equitable internal policies and processes. For example, the collection of Daniels team members' demographic data helps to identify which identity groups are well-represented within the company and those that are not. As a result, our People and Culture Team has developed an anonymous Belonging and Inclusion survey.

The goal of the survey is to get a baseline around inclusion at Daniels to create policies, procedures and training, and programs around diversity, equity and inclusion that benefit everyone at Daniels.

In addition, compiling this data will allow Daniels to address potential barriers for individuals and communities who are currently underrepresented within the organization.

The Inclusion and Belonging Survey will seek basic information about respondents such as age, race, ethnicity, gender, and sexual orientation, as well as asking about experiences at work.

Hiring Policies

In order to provide employment opportunities to Toronto Community Housing residents in the neighbourhood, Daniels has used a first source hiring approach throughout our history in Regent Park.

Through this approach, Daniels prioritizes outreach in the local community, which in turn helps increase the number of local applicants. While this approach was focused on a geographic area, first source hiring can also be used to facilitate outreach in Black, Indigenous and People of Colour (BIPOC) communities. As such, Daniels will use its knowledge and experience of first source hiring and expand this approach, partnering with BIPOC-serving employment service organizations to conduct targeted outreach in these communities.

In addition, in order for the diversity of the Daniels team to truly reflect the diversity of the cities in which we work and live, our People and Culture Team has developed an additional hiring policy. Moving forward, hiring managers must ensure that two out of three interview candidates for any employment opportunity must belong to equity-deserving groups.

Initiatives

Daniels has signed onto various corporate initiatives which bring together major industry leaders to make strategic commitments that foster inclusive and equitable communities free of discrimination. For example, Daniels has signed The BlackNorth Initiative's Pledge which has been led by The Canadian Council of Business Leaders Against Anti-Black Systemic Racism. The initiative brings together leaders from 300 Canadian companies, totalling \$1 trillion in value, including both public and private sector, major banks, insurance companies, law firms, government, and the largest asset managers and institutional investors.

The goal of the BlackNorth Initiative is to hold major industry leaders accountable to take action and reshape corporate structures that uphold anti-Black systemic racism against Black Canadians.²

In addition, Daniels has also signed the United Way of Greater Toronto ILEO Charter. The ILEO Initiative brings together the private, public, community sectors, and labour to find innovative ways to reduce gaps in economic prosperity in the Greater Toronto Region, and to create lasting inclusive economic vitality at the neighbourhood level.

The goal of ILEO is to drive a virtuous cycle of public and private investment in neighbourhoods. This means catalyzing neighbourhood revitalization at scale that includes, and does not displace, existing communities, through coordinated, strategic, and multi-sector planning and investment.³

BlackNorth Initiative

The Pledge includes a commitment to increase efforts “to make our workplaces trusting places to have complex, and sometimes difficult conversations about anti-Black systemic racism and ensure that no barriers exist to prevent Black employees from advancing within the company.” It also includes commitments around education and training, governance, and best practices for creating conditions for success of Black and diverse populations within the corporate sector.

ILEO Initiative

Charter includes commitments to living wages, social procurement, workforce development and inclusive hiring practices. Signatories including Daniels are asked to report progress in these areas annually. The initiative builds on United Way Greater Toronto's 14 years of place-based work, working directly with low-income communities to strengthen their neighbourhoods.

² <https://blackorth.ca/>

³ <https://www.unitedwaygt.org/ileo-initiative>

Human Resources System Upgrade

While the Inclusion and Belonging Survey is an important first step for data collection, it is equally important that the People and Culture team's technology infrastructure is adequate for data tracking and management. To this end, Daniels is investing in a new human resources system that will enhance data tracking and management. Specifically, the new system will include an ability to track demographic information and advancement data. These capabilities will allow Daniels to better understand how team members from equity-deserving groups are included and given opportunities to grow within the organization.

Diversity, Equity and Inclusion Training

Daniels sees training as a central part of our approach confronting systemic racism and promoting diversity and inclusion. As such, in Fall 2020, we are launching mandatory web-based training for all Daniels employees. This training is not intended as a one-off intervention, but rather a starting point that will create a foundation of knowledge for the organization, and a common language for team members to use. These initial training sessions will be followed up with additional trainings in 2021.

It is important to note that the Executive Team will also receive training. Daniels recognizes that the tone at the top of the organization has significant influence. As a starting point, the Executive Team will attend a full day session on diversity and inclusion led by a Diversity and Inclusion expert in the real estate industry. Further trainings will also be provided as we actively continue learning.

Web-based trainings will consist of two, 30-minute videos titled Diversity 101 and Unconscious Bias.

Other Diversity, Equity and Inclusion Initiatives

In addition to diversity, equity and inclusion (DEI) training, Daniels' People and Culture team has launched a number of other DEI initiatives, including:

- **DEI Forums** - Open to all Daniels staff, these sessions specifically gave team members an opportunity to provide feedback on the current state of DEI at Daniels.
- **DEI Vision and Mission Statements** - Daniels' DEI Vision and Mission statements will inform DEI strategy. Work on these statements is ongoing.
- **DEI Committee** - The success of two DEI Forums led to the development of a Diversity and Inclusion Committee of team members of all levels who are working collaboratively to problem solve DEI issues and pave a path forward. This Committee will also be responsible for monitoring Daniels goals, objectives and progress on DEI Initiatives.

These initiatives not only create a space for internal dialogue, but also provide an opportunity for the Daniels team to share thoughts and feelings on what is or is not working at Daniels with respect to DEI and affect change within the organization.

Approach to Social Impact and Community Engagement

Over the past 35 years Daniels has provided financial support for and partnered with number of charities and non-profit organizations including Second Harvest, FoodShare, Eva's Initiatives, Habitat for Humanity, Covenant House Toronto, Regent Park School of Music and Dixon Hall Community Services, among many others.

While many initiatives we support have sought to address challenges that disproportionately impact racialized communities, we have not been explicit in centring anti-racism in our approach to creating social impact. As an organization, we can, must and will do better. We recognize that Black Canadians experience food insecurity at nearly twice the rate of white Canadians⁴, and that racialized groups experience higher levels of livelihood insecurity.⁵

Employment and Training: In Regent Park, Daniels has worked closely with Toronto Employment and Social Services at the City of Toronto and TCH to create and implement a local employment initiative. Not only have Daniels' design and building consultants, construction trade contractors and commercial tenants been mobilized to create over 500 employment opportunities for Regent Park residents, but Daniels also works closely with trade unions, and social service agencies to develop training and capacity building programs for youth.

Working with corporate partners to make these industries more accessible to future generations of job seekers is an important part of our commitment to community economic development. Daniels recognizes that racialized job seekers, and especially Black job seekers, are less likely to have social networks that provide access to the companies they apply to.⁶ As such, we will reinforce our efforts to leverage our networks and standing in the industry to provide racialized youth with access to the social networks that create pathways to long-term employment, including through paid training programs like the CRAFT Pre-Apprenticeship Program.

170 Total number of youth who have participated in the CRAFT Pre-Apprenticeship and MTO programs since 2015

In fact, since 2016 a significant number of CRAFT placement opportunities have been provided to young Black men living in Regent Park. In this way, the program contributes to the development of a more diverse construction trades industry.

However, we also recognize that this outcome is a result of contextual selection criteria like housing and education status, and that we have intentionally worked to eliminate barriers for applicants who may be justice involved. This outcome is not based in an explicit focus on racialized and equity-deserving groups. However, because we understand racial inequality is a cross-cutting issue when thinking about housing status, educational attainment and justice involvement, we are committed to doing more to acknowledge this.

⁴ Dakshana Bascaramurty, "Food insecurity worse for black Canadians than white Canadians, report finds" *Globe and Mail* (2019)

⁵ *United Way of Greater Toronto, Rebalancing the Opportunity Equation* (2019), p. 60

⁶ Ravanera, Carmina. "How Black job seekers are disadvantaged in network-based job searches" *Institute for Gender and the Economy Research Brief*, <https://www.gendereconomy.org/black-job-seekers-disadvantaged-in-network-based-job-searches/>

Moving forward, we will collect more specific data and feedback on the experience of CRAFT participants on construction sites, and work closely with trades, contractors and unions to ensure the environment where we place these youth are in fact safe and welcoming.

Social Procurement: Daniels also sees social procurement as a key element of our community economic development strategy, seeing enormous value in leveraging its purchasing power for social benefit and sourcing everything from catering, to millwork, to artwork and manufactured textiles in the local community.

In fact, through Daniels' Local Art Program, our teams have purchased locally sourced art from new, emerging and mid-career artists for projects across our portfolio, prioritizing those who have a connection to the community and self-identify as belonging to equity-deserving groups including Black, Indigenous and People of Colour (BIPOC), people living with disabilities, and LGBTQ2S+ communities.

As Daniels continues to engage in social impact and community engagement work, we will continue to support the communities in which we build and will focus, in particular, on taking an equity and anti-racism approach.

SECTION III: ADDRESSING RACISM AND PROMOTING DIVERSITY & INCLUSION IN THE CONSTRUCTION INDUSTRY

This Section in Brief

Ongoing Work with Industry Stakeholders		
RESCON	TCBN	BILD
<ul style="list-style-type: none">• Anti-Racism Webinar• Anti-Racism Roundtable• Construction Against Racism Everywhere (CARE) Campaign	<ul style="list-style-type: none">• Black Experience in Construction Webinar	<ul style="list-style-type: none">• Diversity, Equity and Inclusion Committee

The recent and repeated hate crimes that have taken place on construction sites across Toronto demonstrate that the construction industry needs to do more to address systemic racism. All workplaces, including construction sites, must be safe and inclusive for all workers, including those belonging to BIPOC communities, sexual and gender minorities, women, and those living with disabilities.

As such, Daniels is actively participating in industry discussions and actions to critically examine how we can collectively address systemic racism and improve diversity and inclusion in all aspects of the construction industry. The only way we can make sure that our communities are safe and inclusive for all, is by working together. Ongoing industry initiatives which Daniels is participating in, are outlined below.

Residential Construction Council of Ontario (RESCON) Anti-Racism Initiatives

On September 10, 2020, RESCON launched a campaign to bring employers, unions and government together to combat and address racism in the industry. As part of this campaign, RESCON held a webinar that featured both a legal discussion on employers' obligations when dealing with racism and discrimination incidents and a panel discussion on anti-racism and diversity efforts undertaken by builders and labour. Daniels was represented in this panel discussion and is also participating in RESCON's Anti-Racism Roundtable.⁷

The Anti-Racism Roundtable is made up of construction industry stakeholders including, trades, labour, education, and government. The Roundtable will meet quarterly and focus on policies, training, communications and awareness.

⁷ <https://rescon.com/news/files/Press-Release-Sep-10-2020.pdf>

In addition, Daniels is participating in RESCON's Construction Against Racism Everywhere (CARE) campaign and has distributed CARE stickers to workers on all active construction sites. These stickers are not only meant to encourage workers to take a stand against racism, they also serve as an important entry point for dialogue and Daniels intends to participate fully in these discussions.

Toronto Community Benefits Network (TCBN)

On July 15, 2020, Daniels was represented on a webinar organized by TCBN that featured a discussion about the Black experience in construction. The webinar addressed the issue of underrepresentation of Black individuals in the construction industry, as well as how to improve advancement opportunities for Black employees.

Daniels is also engaged in broader discussions with Toronto Community Benefits Network on various initiatives that seek to address systemic racism, including discussion around best practices for creating employment opportunities for individuals belonging to equity-deserving groups. As with the other initiatives detailed above, Daniels' work with TCBN is in the early stages and ongoing.

Building Industry and Land Development Association (BILD) Initiatives

Daniels is actively leading the discussion with BILD, which is the voice of the residential building and land development industries in the GTA. A key outcome of this participation is the creation of a People and Culture Committee that will help move BILD's Equity and Inclusion plan forward. This committee is being Co-Chaired by Daniels' Vice President of People & Culture, Ginette Battikha. The committee has been convened to reaffirm a zero-tolerance policy for discrimination and racism, create a pledge for industry leaders, create a playbook on D&I for their members and facilitate education in the industry related to diversity and inclusion.

NEXT STEPS

Community Town Hall

To ensure that the details of this report are easily accessible to members of the Regent Park community, Daniels is working with the Regent Park Neighbourhood Association (RPNA) to present the report in multiple formats.

In addition to this comprehensive Report, a two-page summary report will be prepared and translated into Bengali, Cantonese, Mandarin, Tamil, Spanish, Somali and Vietnamese.

Daniels is also co-organizing a virtual Town Hall with RPNA on November 24, 2020 that will present this Report to the broader community. Multiple members of the Daniels team will be available to answer questions from community members.

Future Reporting

Daniels is committed to addressing systemic racism and promoting a diverse and inclusive workplace and industry culture. This work requires immediate action as well as longer-term reflection, review and further action. Many of the initiatives and actions outlined above are a starting point from which we will continue to build, learn and constantly strive to do better.

We are also committed to sharing our progress and hearing from the Regent Park community. We are currently working with RPNA to determine the frequency and format of future updates and reports.

APPENDIX 1



Statement from Mitchell Cohen, President of The Daniels Corporation regarding hate paraphernalia found at construction site located at Dundas St. East and Sumach St. in Toronto

Toronto, June 26, 2020 - "Earlier today, hate paraphernalia was found on a Daniels construction site at Dundas St. East and Sumach St., in Toronto's Regent Park community.

We are disgusted and horrified at this heinous act, which we are treating as a hate crime. We have taken immediate action and filed a report with Toronto Police Services. We will fully cooperate in their investigation, so they are able to identify and prosecute the guilty party to the fullest extent of the law. We have also launched our own internal investigation with independent third-party experts who specialize in health and safety in the workplace to treat this with the severity it warrants.

This deplorable act against the Black community is unacceptable and we reaffirm that there is zero tolerance for racism, prejudice and hate on our construction sites and within our organization.

Unfortunately, this is not an isolated incident within the construction industry and reinforces that more action is required. Our team has initiated important dialogues with construction unions, associations and industry partners to take a unified stance and engage in conversations at every level to set out clear expectations that this type of reprehensible behaviour will simply not be tolerated.

Daniels stands staunchly against racism and prejudice, individual and systemic, in all its forms. As an organization, our goal is to embody diversity, respect and inclusion. We are committed to supporting diversity in all our practices. We have worked hard over the years to support and foster vibrant, inclusive communities. We will continue to support communities and organizations that work toward creating equality in a world where it is most definitely needed."

Mitchell Cohen, President
The Daniels Corporation