



A G E N D A

FOR THE REGULAR MEETING OF THE DIRECTORS OF THE CITY OF GREATER SUDBURY COMMUNITY DEVELOPMENT CORPORATION

To be held on:
Wednesday, Sept. 11, 2019
Committee Room C-12
at 11:30 a.m.

	<u>Pages</u>
1. 11:30 Declaration of Conflict of Interest	
2. Adoption of the Regular Minutes of August 14 th , 2019	1 - 5
3. Executive Committee Notes of August 8 th , 2019 (For information only)	6 – 7
4. REPORTS:	
i. Directors Report	8 - 9
ii. Rural & Northern Immigration Pilot Project C.E.D Recommendation and Community Selection Committee	10 - 34
5. GSDC Governance Update	
6. Motion to Move to a Closed Session	
7. Adjournment	

Next Meeting: October 9th, 2019

**MINUTES OF THE REGULAR MEETING OF THE
BOARD OF DIRECTORS OF THE CITY OF GREATER
SUDBURY COMMUNITY DEVELOPMENT
CORPORATION**

Room C-12/Council Chambers
Tom Davies Square

Wednesday, September 11th, 2019
Commencement: 11:41 a.m.

Chair: **ANDRÉE LACROIX IN THE CHAIR**

Present: Mayor Brian Bigger, Brent Battistelli, Councilor Fern Cormier, Erin Danyliw, Lisa Demmer, Joanne Gervais, Iyo Grenon, Andrée Lacroix, Daran Moxam, David Paquette, Jeff Portelance, Councilor Mark Signoretti, Brian Vaillancourt

Regrets: Councilor Robert Kirwan, Mike Ladyk, Marett McCulloch, Peter Nykilchuk

Guests: Fran Nadon, FedNor
Syed Raza, Greater Sudbury Chamber of Commerce

City Officials: April Antoniazzi, Meredith Armstrong, Rebecca Brooks, Lynn Despatie, Shawna Cole, Briana Fram, Liesel Frankin, Liam McGill, Terra Posadowski, Josée Pharand, Emily Trottier, Ian Wood, Melissa Zanette

Agenda Review: No changes

Conflict of Interest: None noted at this time

Approval of Minutes: **2019 – 064 – Joanne Gervais / Jeff Portelance**

That the minutes of the Greater Sudbury Development Corporation Board of Directors Regular meeting of August 14th, 2019 be adopted.

CARRIED

Executive Notes: No questions at this time.

Reports: *Directors Report*

A complete Directors report was included in the agenda package. Highlights include:

The 2019 / 2020 Fall/Winter Visitor Guide is now available and a copy has been provided to each Board member. Staff attending the International Plowing Match will distribute during the event, which is expected to draw a significant group.

Staff, along with the Mayor, are participating in welcoming events hosted by post secondary institutions (PSI) to welcome new students from Sudbury, across Ontario and around the world. Out-of-town students are being provided welcome packages to help them discover Sudbury.

The City and its three post-secondary partners are participating in an international students welcome booth at the Pearson International Airport through Destination Ontario - an initiative for all Ontario Economic Development Departments and PSIs to welcome students as they enter Canada through the airport. Greater Sudbury had an excellent uptake, with the Cambrian College app being downloaded 87% more than any other.

Twenty five staff and board members from 11 organizations participated in the second of the four-part workshop series on strategic planning for arts organizations. This workshop is supported by the GSDC.

HARD-LINE opened its 'Technology Centre' in downtown Sudbury. This will allow their Dowling facility to accommodate further growth within their manufacturing and service areas and assist the company attract new talent to their downtown location.

In conjunction with SAMSSA, staff assisted in coordinating a delegation of Chilean mining executives from Codelco. The delegation was focused on Sudbury's expertise in electrification, automation, and digital technologies for mining and was highlighted by an Export Club networking event.

The Northern Ontario reception at the Toronto International Film Festival (TIFF) took place on September 7 in partnership with Northern Ontario municipalities, the NOHFC, Cultural Industries Ontario North (CION) and Northern film industry service providers. Staff met with investors to discuss film opportunities for Sudbury.

Cinéfest Sudbury takes place September 14th – 22nd.

Tourism & Culture staff will be at the International Plowing Match & Rural Expo taking place this Sept. 17 – 21 in Verner, providing visitor info on the city to attendees and encouraging them to spend time in Greater Sudbury while they are here in the Northeast. 80,000 + visitors are expected to attend the event.

Greater Sudbury is co-hosting the Association of Francophone Municipalities of Ontario (AFMO) conference September 25th – 27th at the Northbury Hotel & Conference Centre.

The Regional Business Centre's Bridges to Better Business event is taking shape for October 22nd with an interesting speaker panel. Tickets are now available.

Elena Zabudskaya was the successful candidate for the Business Research Officer position for an eight month contract.

Rural and Northern Immigration Pilot Project/ C.E.D Recommendation and Community Selection Committee

Lynn Despatie provided background information on the Rural and Northern Immigration Pilot Project (RNIP), which is a three year pilot project in partnership with Immigration, Refugees and Citizenship Canada (IRCC). Greater Sudbury has been chosen as one of 11 communities to participate in the pilot beginning November 2019. The program is community focused rather than employer driven as the main long term objective is to meet local labour market needs, support economic development and ultimately retain a talented workforce.

A report was included in the agenda which outlined the role of the GSD Board including the nomination of a Community Selection Committee. The role of staff was also discussed as the administrative party in the agreement. It was confirmed that local settlement agencies will be utilized.

A funding request was presented to the C.E.D. Committee in August, however, due to the expedience required for the project to meet tight timelines, the request before the Board has been reduced to ensure the most urgent pieces of the project are attended to. The Board is asked to approve funding of \$82,000 toward the administration cost required to meet the November 1st start date.

The development of a Community Selection Committee was suggested to proceed similar to the Arts and Culture juries, including a public call out, a Nominations Committee comprised of both Board members and staff, approval from Council and mandatory training.

Next steps include approval of the CED request, assigning dedicated staff, establishing the RNIP committee and beginning candidate review and selection.

This is an intensive process and the urgency to start in November is to begin recruitment for local businesses. The employer finds the qualified candidate and brings them forward for approval to the community selection committee.

The expected time commitment for the selection committee in the first year is to meet once a month.

Submission of a staff initiated business case for Council's consideration as part of the 2020 Budget process is underway.

The immigration process for permanent residency in Canada is complicated; clarification is required as to the role of the employer and the role of the City. For the first year of the project (starting November 1, 2019), Greater Sudbury is eligible to receive an allocation of one hundred candidates with standing job offers. In each case, the candidate's spouse and dependants would also receive support through the program. At this time, the employers are responsible for the recruitment process to find the qualified candidates who meet the skills needed for the role. Those in the

community who do not have permanent residency, but are qualified, are also eligible for the program, as are their families.

Suggestion was made that consultation with First Nation communities may be prudent.

Training is led by IRCC and some funding will be utilized to facilitate presentations to employers outlining the program.

With regard to addressing anti-racial concerns, the Local Immigration Partnership (LIP) has increased the budget over the next five years to build anti-racism programs and work with local partners such as the health unit to offer anti-racism programs.

Two mandatory employee components are set out to ensure that newcomers are coming into a safe and supportive environment. These include a labour force assessment and a diversity assessment.

The French Language Service (FLS) requirement is also a large piece for consideration. A prescribed percentage of the applications are to be Francophone. It is recognized that current Francophone newcomers are struggling as they expect to find employment in French and it is a concern to be addressed going forward.

C.E.D Chair Brent Battistelli spoke to the August presentation. Questions posed in the original presentation with regard to scope and budgets were addressed and the committee now endorses the request.

The requested funding is intended to initiate the program and maintain operations from September to December 2019. The longer term strategy is to have multiple funders (FedNor, NOHFC) support the program.

Various aspects of the community will be affected by this project and as such, along with updates to the Board, Council and the Executive Leadership Team (ELT) at the City will be regularly informed of any progress.

Community feedback has clearly demonstrated the fact that employers are looking to be proactive and have realized that immigrants have a hard time integrating and having family support is vital to their success.

Matchmaker and pre-arrival officer positions are essential to the program. The services are currently based in Sault Ste. Marie, however, the positions to be filled will be based in Sudbury in order to fill the service gap. The matchmaker program has been in place over the last year, assisting candidates with finding work.

If an individual moves to Sudbury, local Sudbury-based employment service providers are permitted to assist, however, if the candidate does not have a Greater Sudbury address, the agencies are not permitted to work with the individual. The Northern Policy Institute (NPI) matchmaker initiative was a pilot project. International students are also not allowed to use local employment services.

Constraints are in place as the support is provincially funded. It was clarified that if employment services were privately funded, the limitation to access would not apply.

Families are not included in the initial 100 candidates and as such, the total number allocated for the first year may total approximately 500 people coming to Sudbury. If successful, the regulated number of applicants alone could increase to 250.

Concern was noted that a great number of refugees currently coming to Greater Sudbury are hosted by our housing program and this may put further strain on the housing system.

2019 – 065 – Mayor Bigger/ Brent Battistelli

WHEREAS the Rural and Northern Immigration Pilot Program's main objective is to spread the benefits of economic immigration to smaller communities by creating a path to permanent residence to help meet local labour market needs and support regional economic development;

AND WHEREAS the Greater Sudbury Community Development Corporation was the primary applicant in a successful application to the Government of Canada to participate in the Rural and Northern Immigration Pilot Program;

AND WHEREAS Greater Sudbury will begin accepting applications through the Rural and Northern Immigration Pilot Program on November 1st 2019;

THEREFORE BE IT RESOLVED THAT the Greater Sudbury Community Development Corporation hereby approves an internal request of \$81,397.77 for the period of September 11th to December 31st 2019 to support the administration of the Rural and Northern Immigration Pilot Program and fulfill its legal requirements as per its agreement with the Government of Canada.

CARRIED

2019 – 066 – Jeff Portelance / Mark Signoretti

WHEREAS the Greater Sudbury Community Development Corporation was the primary applicant in a successful application to the Government of Canada to participate in the Rural and Northern Immigration Pilot Program;

AND WHEREAS as the successful applicant, the Greater Sudbury Community Development Corporation is responsible for receiving completed applications for endorsement from potential applicants under the Pilot; reviewing applications; and, endorsing candidates where it has been confirmed that the applicant is able to address the economic and demographic needs of the community;

THEREFORE BE IT RESOLVED THAT the Greater Sudbury Community Development Corporation hereby approves the establishment of a Community Selection Committee that will formally endorse candidates. The process to identify the members of the Community Selection Committee is detailed as the following:

- 1- Public call-out for nominations, with a resumé and cover letter identifying the candidate's eligibility and willingness to make a two- year commitment;
- 2- Economic Development staff and three Board members will review the applications, interview short-listed candidates, confirm commitment, and short-list for GSDC approval. Up to ten members would be selected.
- 3- Community Selection Committee members will be approved by the GSDC Board.
- 4- Candidates approved by the GSDC Board will then be brought forward to Council for their approval and endorsement.

CARRIED

Councilor Signoretti, Lisa, Joanne and Mayor Bigger put their names forward to participate in the committee.

Governance:

As Chair of the GSDC Board, Andrée presented to City Council at their meeting of September 10th with recommendations resulting from the recent Governance brainstorming exercise. Mayor Bigger noted his support for the ongoing conversations with the GSDC Board, and the motion he originally presented in June has been deferred until November in order to allow for more time to collaborate on an operating agreement which is agreeable to all parties.

It was recognized that the members of the GSDC board are passionate about furthering economic development in Greater Sudbury and there was encouragement to move ahead and "think big". Appreciation was extended to Board members and staff for their hard work and collaboration.

Next steps are to reach out to members with regard to the formation of a new operating agreement.

No further business at this time.

2019 – 067 – Mark Signoretti / Joanne Gervais

That the Greater Sudbury Development Corporation Board of Directors regular meeting be adjourned and move to closed session.

CARRIED

Adjourned

Next meeting October 9th, 2019.

Andrée Turvey

Chair

Mark Signoretti

Secretary