

## CBA Implementation Glossary

Note: Some of the definitions in this glossary differ from those within the CBA Policy in order to provide clarity and define terms that are used but are not defined in the CBA policy or report.

**Best efforts:** According to the CBA Policy, “best efforts” is defined as demonstrating an exhaustive effort to achieve targets with clearly demonstrated reasons as to why these were unachievable if not fulfilled. Clear demonstration as to why the CBA targets were unachievable will be evidenced through the completion of this toolkit’s projection and reporting forms. In the case of targets not being achieved discussions will take place with the City of Vancouver and the developer regarding alternative compliance measures.

**City of Vancouver’s third-party monitor:** The City of Vancouver may contract with a third party organization to support implementation of the City of Vancouver CBA Policy.

**City-wide CBA Working Group:** An overarching working group that advises the City of Vancouver on CBA Policy implementation and the evolution of the Policy over time. The City-wide CBA Working Group will be comprised of City of Vancouver and its delegates, Indigenous organizations, community organizations involved in skill development or work placement, developers and organizations that represent developers, and others.

**Developer (owner):** The group that applied for rezoning and is responsible for compliance throughout the life cycle of the project. *Variations found in the City of Vancouver CBA Policy:* Owner.

**Developer’s independent third party monitor:** An independent third party organization or individual contracted by the developer to support with CBA compliance. As per City of Vancouver CBA policy, this role may be required of a developer by the City of Vancouver rezoning requirements or may be voluntarily hired by a developer to support their CBA compliance.

**Employment barriers:** A spectrum of factors relating to physical health, mental health, social exclusion, limited education and skills, language and cultural differences or other obstacles to engaging in a traditional employment opportunity, which requires work place, work environment or work expectation to accommodate successful participation in the workforce.

**Equity seeking business:** A business that is majority owned, operated, and controlled by a member of an equity seeking group.

**Equity seeking groups:** means groups who have historically been denied equal access to employment, education, and other opportunities and includes, without limitation, the following: members of an Indigenous community; members of a visible minority group; immigrants and refugees; people with recognized disabilities; racialized communities; women; members of the LGBTQ2S community; low-income residents; people with mental or physical health barriers; people facing employment barriers, unemployment or underemployment; and others experiencing barriers to economic opportunity and participation.

**First source hiring:** A program requiring employers to make Best Efforts to employ in newly created, entry-level and other positions individuals from an Equity Seeking Group with priority placed on hiring residents from Vancouver's City Core neighbourhoods first before expanding to the balance of Vancouver and then to broader geographies. First Source Hiring is often achieved by working with Social Development Agencies (see definition). First source hiring applies to the build and operations phase of projects for no less than five years post occupancy (so long as the developer retains control of some spaces during operations).

**Lifecycle of development:** The time from site preparation to post-occupancy, and includes office and other off-site positions and tasks. The City of Vancouver CBA Policy will apply for the life cycle of development, for no less than 5 years from the issuing of occupancy permits.

**Project-specific working group:** Each mandatory CBA will have a small Project-specific Working Group comprised of the developer, general contractor (optional), and City of Vancouver. The purpose of this Working Group will be to support the developer in meeting their CBA requirements, and jointly problem solve as needed.

**RFx:** A catch-all term that captures all references to Request for Information (RFI), Request for Proposal (RFP), Request for Qualification (can be used to refer to Request for Quote) (RFQ), and Request for Bid (RFB).

**Social development agencies:** means organizations that provide meaningful employment and training services to ensure job readiness and provide on-going support to those experiencing Employment Barriers by delivering education, training, counselling, support and financial services designed to help members overcome such barriers to success and self-sufficiency, including but not limited to EMBERS, Open Door Group, ACCESS/BladeRunners, Immigrant Services Society of BC, and Potluck Café's Society Recipes for Success;

**Social value or social impact:** The impacts of programs and organizations on the well-being of individuals and communities.