

TOOLS



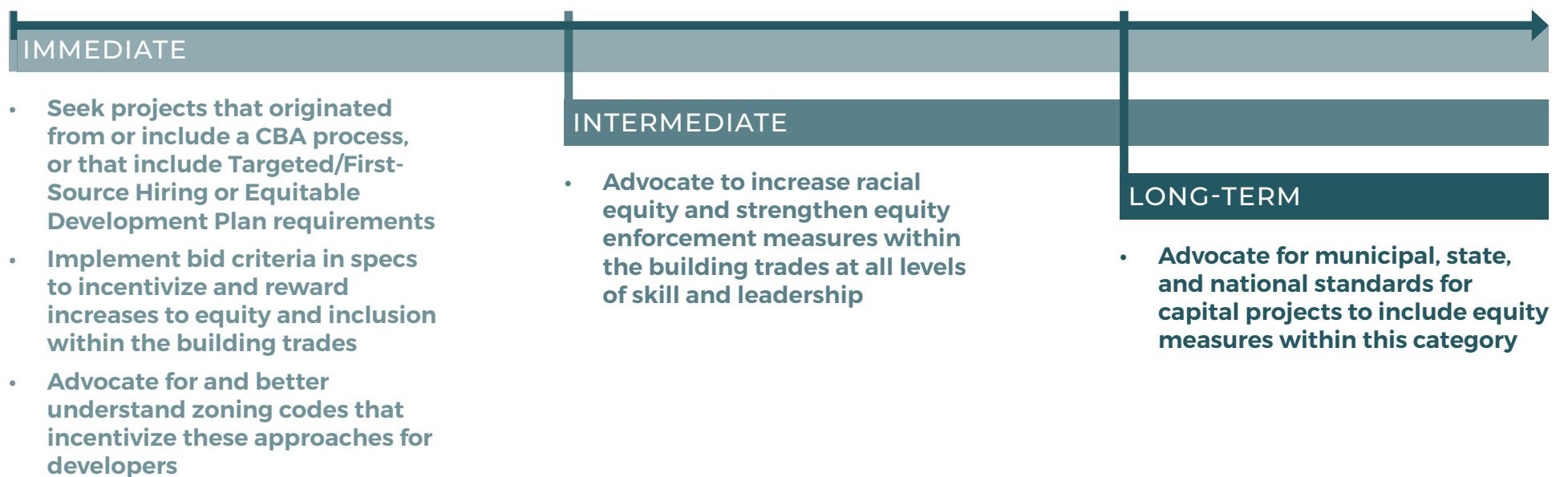
COMMUNITY BENEFITS AGREEMENTS + TARGETED / FIRST-SOURCE HIRING

Community Benefits Agreements (CBAs) are complex multi-party contracts that result from negotiations triggered, often, by government or municipal requirements for developers. They often can fall within a project's Equitable Development Plan. Usually, community-driven requirements in the agreement will include local hiring requirements including job training, living wages, and targeted / first-source hiring.

Targeted / First-Source Hiring stipulates that a project workforce should have a percentage of people from a defined population, often local and/or underrepresented in the workforce. If enforced, these can ensure that the job growth benefits of new construction are focused on surrounding communities through workforce contracts.

Both CBAs and hiring criteria vary based on municipal regulations and can be either mandatory or voluntary (e.g. voluntary agreements usually for smaller private development projects). Not all municipalities have requirements, and they can vary further in the types of project they are applied to as well as how they are enforced. However, CBAs have gained traction in many cities and Landscape Architects can **incorporate CBAs into RFP responses and collaborate with local community development groups** to utilize this tool and negotiate impactful terms.

TIMELINE



CASE STUDY

11th Street Bridge Park (Washington DC), Building Bridges Across the River (BBAR), + Skyland Workforce Center

In alignment with Washington DC regulations which state that all government funded contracts totaling \$300k or must enter into a First Source Employment Agreement with the Department of Employment Services, BBAR relied on the Skyland Workforce Center to train and help hire local community members from Anacostia for construction and other related jobs to build the 11th Street Bridge Park. Furthermore, BBAR prioritized local hiring in its Equitable Development Plan which leveraged many community benefits with development of the park.

11th Street Bridge Park's Equitable Development Plan

workforce development
The 11th Street Bridge Park will prioritize the hiring of neighborhood residents for job opportunities on the Bridge Park.

1. Ensure that neighboring residents in Wards 6, 7 and 8, as well as those harder-to-employ
2. Ensure residents are prioritized in the application process and hired for construction and post-construction jobs on the Bridge Park.
3. Advocate for equitable distribution of grants and educational programs that support capacity building including mentorships, internships, and technical assistance within the Bridge Park's surrounding neighborhoods.
4. Support and facilitate programming at the Bridge Park that builds the capacity of local artists, especially emerging artists and youth.

small business enterprises
The 11th Street Bridge Park is committed to supporting new and existing local small businesses surrounding the Bridge Park both directly and through partnerships with economic development organizations and others.

1. Support and nurture a thriving network of small businesses that operate in the Bridge Park following construction.
2. Leverage the 11th Street Bridge Park to build and sustain small businesses in the surrounding community.
3. Ensure the Bridge Park is deeply connected to business corridors on both sides of the Anacostia River.

a community-driven planning process
Working collaboratively with community members and stakeholders, government officials, business owners and policy experts, the Bridge Park is committed to changing the narrative of how development typically takes place. It is well known that the construction of signature public parks can significantly change land values and uses in surrounding areas. Indeed, a recent ISRA economic impact study found that property values in comparable park developments increased by 5 to 40 percent. The goal of the Bridge Park's equitable Development Plan is to ensure that the park is a driver of inclusive development—development that provides opportunities for all residents regardless of income and demography. By following a community-driven and vetted process, it is our hope that other cities can look to the Bridge Park as a prime example of how the public and private sectors can invest in and create world class public spaces in an equitable manner.