

Please note: all hyperlinks were checked and active as of July 22nd, 2011.

- ¹Pecaut, D. (December 2009). 'A Love Letter to Toronto'. <<http://www.civicaaction.ca/lovelettertotoronto>>
- ²Alexander, C, Burleton, D. & Gulati, S. (October 2010). *Toronto's Economic Recovery Leaving Many Behind*. TD Economics. <http://www.td.com/economics/special/sg1010_toronto.pdf>
- ³PricewaterhouseCoopers LLP. (November 2009). *UK Economic Outlook - Global City GDP Rankings 2008-2025*. <<https://www.ukmediacentre.pwc.com/imagelibrary/downloadMedia.ashx?MediaDetailsID=1562>>
- ⁴Toronto Board of Trade. (2010). *Toronto as a Global City: Scorecard on Prosperity*. Toronto. <http://bot.com/Content/NavigationMenu/Policy/Scorecard/Scorecard_on_Prosperty_2010_FINAL.pdf>
- ⁵See, for example, the Greater Toronto Marketing Alliance (GTMA) <<http://www.greatertoronto.org/>>, which is a public-private partnership that serves as the key point of contact for businesses exploring opportunities in the Greater Toronto Area. The partnership involves the 29 municipalities and regions in the Greater Toronto Area, the governments of Ontario and Canada, several not-for-profit organizations, and a broad cross section of private sector corporations. See also the Greater Toronto Area Economic Development Partnership.
- ⁶These rankings come from Toronto Region Research Alliance: <www.trra.ca/en/sectors/BioLifeSciences.asp> and <www.trra.ca/en/sectors/ITSecurity.asp>
- ⁷Alexander, C, Burleton, D. & Gulati, S. (October 2010).
- ⁸"The term racialized is used to acknowledge "race" as a social construct and a way of describing a group of people. Racialization is the process through which groups come to be designated as different and on that basis subjected to differential and unequal treatment. In the present context, racialized groups include those who may experience differential treatment on the basis of race, ethnicity, language, economics, religion" quoted in Block, Sheila and Grace-Edward Galabuzi. (2011). *Canada's Colour Coded Labour Market: The gap for racialized workers*. Toronto: Wellesley Institute and Canadian Centre for Policy Alternatives. <<http://www.policyalternatives.ca/multimedia/colour-coded-labour-market-gap-racialized-workers>>
- ⁹Toronto Board of Trade. (2010).
- ¹⁰Income Statistics Division, Statistics Canada, Table 202-0802, Person in Low-Income, which uses the low income cut-offs after taxes.
- ¹¹Baldwin, A. (2010). *Falling Through the Cracks: A Snapshot of Low-Income in the GTA*. Prepared for CivicAction's Roundtable on Income Security, 30 June 2010. The data source for this paper is the 2006 Census.
- ¹²Ibid.
- ¹³Social Assistance Review Advisory Council (SARAC). (2010). *Recommendations for an Ontario Income Security Review*. Toronto. <<http://www.mcsc.gov.on.ca/documents/en/mcsc/publications/social/sarac%20report/SARAC%20Report%20-%20FINAL.pdf>>
- ¹⁴Block, S. & Galabuzi, G-E. (2011).
- ¹⁵As of 2004, Registered Education Savings Plans (RESPs) are assets that do not have to be cashed to attain social assistance. Registered Disability Savings Plans (RDSPs) are also exempt from provincial asset testing due to federal leadership in the matter.
- ¹⁶Cranford C., Vosko L. & Zukewich N. (Fall 2003). "Precarious Employment in the Canadian Labour Market: A Statistical Portrait," *Just Labour V3*, Toronto: York University. <<http://www.justlabour.yorku.ca/volume3/pdfs/cranfordetal.pdf>>
- ¹⁷Shellenback, K. (2004). "Child Care & Parent Productivity: Making the Business Case," Ithaca: Cornell University. <<http://government.cce.cornell.edu/doc/pdf/ChildCareParentProductivity.pdf>>; employee absences resulting from child care breakdowns cost businesses \$3 billion annually.
- ¹⁸Chart on participation rate for job-related non-formal education: Organisation for Economic Co-operation and Development. (2010). *Education at a Glance 2010: OECD Indicators*. Paris: OECD.
- ¹⁹Lior, K. (2010). *Productivity and the Economy: Productivity and Prosperity Depends on Matching People to Jobs and Jobs to People*. <<http://outreachcommunications.ca/documents/TD-2010-Lior-Prosperity-Economy.pdf>>
- ²⁰Metrolinx. (December 2008). *Costs of Road Congestion in the Greater Toronto and Hamilton Area: Impact and Cost Benefit Analysis of the Metrolinx Draft Regional Transportation Plan*. Toronto. <http://www.metrolinx.com/en/regionalplanning/costsofcongestion/ISP_08-015_Cost_of_Congestion_report_1128081.pdf>

- ²¹Smog contributed to over 4,000 premature deaths in the GTA in 2008 alone. See Ontario Medical Association (June 2008). *Local Premature Smog Deaths in Ontario*. <<https://www.oma.org/Resources/Documents/2008LocalPrematureSmogDeaths.pdf>>
- ²²Irwin, N. & Bevan, A. (July 2010). *Time To Get Serious: Reliable Funding Sources for GTHA Transit/Transportation Infrastructure*. Prepared for CivicAction. <<http://www.civicaaction.ca/sites/default/files/AllianceReliableFundingPaper.pdf>>
- ²³Toronto Board of Trade. (2011). *Toronto as a Global City: Scorecard on Prosperity 2011*. Toronto. <http://www.bot.com/Content/NavigationMenu/Policy/Scorecard/Scorecard_2011_Final.pdf>
- ²⁴Metrolinx. (November 2008) as discussed in Irwin, N. & Bevan, A. (July 2010).
- ²⁵Ministry of Finance. (2010). *Ontario Projected Population Update 2009 – 2036 Ontario and Its 49 Census Divisions*. Toronto: Government of Ontario .
- ²⁶Metrolinx. (November 2008).
- ²⁷Irwin, N. & Bevan, A. (July 2010).
- ²⁸CivicAction (formerly Toronto City Summit Alliance). (July 2010). Roundtable on Transit and Transportation Infrastructure Proceedings. p 22. <<http://www.civicaaction.ca/sites/default/files/RT-TRA%20Proceedings%20FINAL%2017%20Sept%202010.pdf>>
- ²⁹Gates-Gasse, E. (October 1, 2010). “‘Two Step’ Immigration Canada’s new immigration system raises troubling issues.” *The Monitor*. Canadian Centre for Policy Alternatives. <<http://www.policyalternatives.ca/publications/monitor/two-step-immigration>>
- ³⁰Toronto Immigrant Employment Data Initiative. (March 2011). *TIEDI Labour Force Update*. Toronto. <<http://www.yorku.ca/tiedi/doc/lfs201103.pdf>> NB: 14.2% unemployment rate for recent immigrants is for Canada as a whole; data for the Toronto CMA was not reported in this source.
- ³¹Gates-Gasse, E. (October 1, 2010).
- ³²Preston, V., Damsbaek, N., Kelly, P., Lemoine, M., Lo, L., Shields, J. & Tufts, S. (2010). *What Are the Labour Market Outcomes for University-Educated Immigrants?* Toronto: Toronto Immigrant Employment Data Initiative. <<http://www.yorku.ca/tiedi/doc/AnalyticalReport8.pdf>>
- ³³Anderson, S. & Platzer, M. (2010). *American Made: The Impact of Immigrant Entrepreneurs and Professionals on U.S. Competitiveness*. Arlington, Virginia: National Venture Capital Association.
- ³⁴Frenette, M. (2004). *Do the Falling Earnings of Immigrants Apply to Self-employed Immigrants?* Ottawa: Statistics Canada.
- ³⁵Citizenship and Immigration Canada. (September 2010). *Facts and Figures 2009 – Immigration Overview: Permanent and Temporary Residents*. Ottawa. <<http://www.cic.gc.ca/english/resources/statistics/facts2009/permanent/11.asp>>
- ³⁶Cukier, W., Yap, M., Aspevig, K. & Lejasisaks, L. (2011). *Diversity Counts 3: A Snapshot of Diverse Leadership in the GTA*. Toronto: DiverseCity: The Greater Toronto Leadership Project.
- ³⁷*Ibid.*
- ³⁸Statistics Canada. (2010). *Study: Projections of the diversity of the Canadian population*. Ottawa. <<http://www.statcan.gc.ca/daily-quotidien/100309/dq100309a-eng.htm>>
- ³⁹Hagemeier, W., Holst, A. & Eden, M. (2010). *Vive la difference!* Outlook: The Journal of High-Performance Business. Accenture.
- ⁴⁰*Ibid.*
- ⁴¹Tullis, Paul. (April 2011). *Bloomberg’s Push for Corporate Sustainability*. FastCompany. <<http://www.fastcompany.com/magazine/154/making-the-bottom-line-green.html>>
- ⁴²RBC. *RBC Blueprint: Priorities and Objectives 2009-2011*. <<http://www.rbc.com/diversity/pdf/rbc-diversity-blueprint.pdf>>
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- ⁴⁴CivicAction’s Greening Greater Toronto and the Toronto and Region Conservation Authority. (2011). *The Living City Report Card*. Toronto: Greater Toronto CivicAction Alliance and Toronto and Region Conservation Authority. <<http://www.thelivingcity.org>>

- ⁴⁵Conference Board of Canada. 2009/2010. *How Canada Performs: A Report Card on Canada*. <<http://www.conferenceboard.ca/hcp/details/environment/water-consumption.aspx>>
- ⁴⁶CivicAction's Greening Greater Toronto and the Toronto and Region Conservation Authority. (2011). p 28. Area refers to the Toronto and Region Conservation Authority's jurisdiction (City of Toronto and parts of Regions of Durham, Peel, and York, a portion of the Township of Adjala-Tosorontio and Town of Mono.)
- ⁴⁷*Ibid.* p 30.
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- ⁶²Intergovernmental Committee on Economic Development. (February 2011). *Community Hubs: A Scan of Toronto - Toronto Community Hub Profiles 2010-2011*. Prepared by Planning and Research Unit, WoodGreen Community Services. <http://icecommittee.org/Community_Hub_Profiles.pdf>. Also see accompanying report: *Community Hubs: A Scan of Toronto – Summary Report*. Prepared by Planning and Research Unit, WoodGreen Community. <http://icecommittee.org/Community_Hubs_in_Toronto.pdf>
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- ⁶⁴Statistics Canada. (2006). *Labour Force Survey 2006*. Ottawa. <<http://www12.statcan.ca/census-recensement/2006/dp-pd/index-eng.cfm>>
- ⁶⁵See the Greater Philadelphia Cultural Alliance website, *About Us* section at: <<http://www.philaculture.org/about>>