



376-2023 ADDENDUM 1

KEEWATIN STREET PATHWAY FROM GALLAGHER AVENUE WEST TO BURROWS AVENUE

URGENT

PLEASE FORWARD THIS DOCUMENT TO WHOEVER IS IN POSSESSION OF THE BID/PROPOSAL

ISSUED: April 22, 2024
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THIS ADDENDUM SHALL BE INCORPORATED INTO THE BID/PROPOSAL AND SHALL FORM A PART OF THE CONTRACT DOCUMENTS

Template Version: Add 2024-02-01

Please note the following and attached changes, corrections, additions, deletions, information and/or instructions in connection with the Bid/Proposal, and be governed accordingly. Failure to acknowledge receipt of this Addendum in Paragraph 10 of Form A: Bid/Proposal may render your Bid/Proposal non-responsive.

PART B – BIDDING PROCEDURES

- Add: B12.1 (d) submit a completed Social Procurement Plan.
- Add: B12.5 Further to B13.1(d), the Bidder shall within five (5) Business Days of a request by the Contract Administrator, provide a completed Social Procurement Plan.

PART D – SUPPLEMENTAL CONDITIONS

- Add: D19.2 (a) (xiv) the Social Procurement Plan specified in D40.

Add: D39 **SOCIAL PROCUREMENT**

D39. SOCIAL PROCUREMENT

D39.1 The Contractor shall commit to providing employment opportunities for Equity Groups. Equity Groups are groups that have historically been denied equal access to employment, education, and other opportunities and includes but is not limited to: Indigenous Peoples, Racialized peoples, newcomers (less than 5 years in Canada); Persons with Disabilities; Women; people facing poverty; Veterans, and 2SLGBTQQA+ (Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual plus) Peoples.

D39.2 This commitment is inclusive of subcontractor employment hours and the Contractor will be required to report on their subcontractors employment hours if the subcontractor contract is greater than \$100,000.

D39.3 The Contractor shall commit to providing employment hours with Equity Groups on the delivery of this Contract.

$$X\% = \frac{\text{\# of employment hours by Equity Groups on this Contract}}{\text{Total \# of employment hours on this Contract}}$$

D39.4 The Contractor shall keep detailed records of the total number of full-time and part-time employees that identify as Equity Groups. The Contractor shall report the total number of employee hours that are delivered by Equity Groups during this Contract.

(a) The Social Value Reporting Template has been included as a resource see Form O: Social Value Clause Reporting Template

D39.5 Employees includes all company employees who are working on this Contract. (Administration, Finance, Project Manager, Safety Officer, Trades, etc.)

D39.6 The Contractor shall provide the Contract Administrator a progress report midway through the Contract period and upon completion of the Contract period.

D39.7 The Employee Voluntary Self Identification Survey has been included as a resource see Form N: Employee Voluntary Self Identification Survey.

Add: D40 **SOCIAL PROCUREMENT PLAN TEMPLATE**

D40 SOCIAL PROCUREMENT PLAN TEMPLATE

D40.1 The Contractor shall provide the Contract Administrator with a Social Procurement Plan Template (Form M: Social Procurement Plan Template) within five (5) Business Days of a request by the Contract Administrator as per B12.5.

Add: Form M, Form N, and Form O

Page numbering on some forms may be changed as a result.

FORM M: SOCIAL PROCUREMENT PLAN

Every purchase has an economic, social, environmental, and cultural impact. Sustainable Procurement is about capturing the economic, social, environmental, and cultural impacts of purchasing decisions to foster healthy and vibrant communities.

Historically, procurement has been about choosing the supplier offering the lowest price while still meeting technical requirements of providing high quality products or services with minimal risk. By expanding the premise of 'best value' in procurement, to include the generation of positive societal benefits, alongside high quality and competitive bids, the City of Winnipeg is working to maximize community benefits and deliver improved socio-economic returns for stakeholders, within the existing spend.

The Contractor shall provide the Contract Administrator with a Social Procurement Plan Template (Form M: Social Procurement Plan Template) within five (5) Business Days of a request by the Contract Administrator as per B12.1(d).

Both Question 1 and 2 must be filled out responding to all criteria. Question 2 must explain the commitment to Question 1 within the context of the Contract.

1. The Contractor commits to _____ % of employment hours with Equity Groups on the delivery of this Contract.

$$X\% = \frac{\text{\# of employment hours by Equity Groups on this Contract}}{\text{Total \# of employment hours on this Contract}}$$

Please reconfirm your commitment here.

2. Provide a detailed strategy for how the Contractor's current and planned efforts to employ Equity Groups will ensure the Contractor meets the commitment on the Contract.

Employment responses could include: We partner with Equity Group employment organizations to recruit Indigenous Rightsholders and other Equity Groups. When employees are onboarded, they are asked if they identify as an Indigenous Rightsholder or Equity Group. We track this and report on aggregate employment levels across our business each year per our Diversity and Inclusion Policy.

Please describe your strategies and/or plans to meet the above requirement.

FORM N: EMPLOYEE VOLUNTARY SELF-IDENTIFICATION SURVEY

The City of Winnipeg is committed to supporting a workforce that is representative of the community the City serves. The City is focused on human rights and ensuring full and equitable representation, success, and advancement of all people, and in particular, the equity groups that are under-represented.

Our company is in support of the goals above and are asking employees to participate in this survey to collect data on the demographics of our workforce.

Employee identity data collected by this survey will be shared with the City of Winnipeg in aggregate. All employee identity data will only be shared with our designated HR or management staff.

This data will be submitted to the City of Winnipeg as part of our Reporting requirements under City of Winnipeg Contracts.

Your response to the self-declaration questions is voluntary.

Thank you for participating in this **self-identified** and **voluntary** survey to help assess and measure the inclusion of equity groups in the workforce.

Company Name _____

Employee Name _____

1. Do you wish to participate in this survey?

Yes No

2. Do you identify as an Indigenous person?

Yes No

3. Do you identify as any of the following Equity Groups, also known as under-represented groups? Check all that apply.

- Racialized peoples;
- Newcomers;
 - Persons with disabilities;
 - Women;
 - Peoples facing poverty;
 - Veterans;
- 2SLGBTQQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, plus) Peoples;

Indigenous refers to “Aboriginal Peoples of Canada” as defined in Section 35(2) of the Constitution Act, 1982 to include the First Nations, Inuit and Métis Peoples of Canada. (Source: [Our Winnipeg 2045](#))

Racialized peoples refers to a group of people who have identifiable characteristics that differ from those of the majority or dominant population. Previously known as Visible Minority and although the term “visible minority” is used in legal (e.g. *Employment Equity Act*) and statistical (e.g. Census) contexts, it is considered outdated and no longer recommended because the word “visible” suggests being white is the standard, and the word “minority” limits the concept to numbers. The term is increasingly being replaced by “racialized” individuals or groups. (Source: [Immigration, Refugees and Citizenship Canada](#))

Newcomers refers to new residents including people arriving from countries outside Canada, such as recent immigrants (less than five years in Canada), refugees, refugee claimants or asylum seekers, and temporary residents. (Source: [Our Winnipeg 2045](#))

Persons with disabilities refers to individuals who have a long-term or recurring physical, mental, psychiatric, sensory, or learning impairment which may limit certain kinds of activity or could be perceived as a limitation. These include visible and non-visible disabilities. (Source: [City of Winnipeg](#))

Women refers to all people who identify as women, whether they are cisgender or transgender women. (Source: [Department of Justice, Government of Canada](#))

People facing poverty refers to people, given the size and region of residents, that do not have enough income to buy a set of goods and services considered to represent a modest, basic standard of living (Source: [Market Basket Measure, Stats Canada](#))

Veterans refers to any former member of the Canadian Armed Forces who successfully underwent basic training and is honorably discharged. (Source: [Veteran Affairs Canada](#))

2SLGBTQIA+ peoples refer to Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual, Plus peoples. (Source: [Government of Canada](#))

FORM O: SOCIAL VALUE REPORTING TEMPLATE

Every purchase has an economic, social, environmental, and cultural impact. Sustainable Procurement is about capturing the economic, social, environmental, and cultural impacts of purchasing decisions to foster healthy and vibrant communities.

The data reported here is a contractual requirement to encourage and measure social, Indigenous, and environmental outcomes from the City's procurement. The City reserves the right to verify the information reported.

Company Name _____

Contract Number _____

Reporting Period Start Date _____

Reporting Period End Date _____

Employment of Equity Groups (# of employee hours)

The Contractor shall commit to providing 0% of employment hours with Equity Groups on the delivery of this Contract.

A. Total number of employment hours for all employees working on the project during the reporting period	_____ hours
B. Total number of employment hours for Equity Group employees working on the project during the reporting period	_____ hours
C. Percentage for the reporting period (B/A) (C = B / A)	_____ %

Please describe any successes or challenges related to your commitment for the reporting period.