

October 2021



London
Community
Recovery
Network

London's Community Recovery Framework



London
CANADA

Message From the London Community Recovery Network

The global pandemic has changed so many aspects of our daily lives. There are very few people and organizations who have not been deeply affected by COVID-19 in some way. For those who are vulnerable or marginalized in any way, the impact has been disproportionate. The COVID-19 pandemic has heavily impacted our communities, our families, and our businesses. It has changed how we travel, how we spend time together, and how we engage in our community. It has also had a significant impact on the economic and social health of London and region.

As the community continues to respond to the unprecedented challenges of COVID-19, we recognize that rebuilding and revitalizing London will necessitate an equally unprecedented response. We are committed to recovery from the COVID-19 pandemic in London through the London Community Recovery Framework. The London Community Recovery Framework sets out a common vision, focus areas, and shared measures for recovery and renewal from the COVID-19 pandemic.

The London Community Recovery Framework allows organizations, networks, and communities to design and participate in initiatives that benefit the community, and at the same time, remain focused on the needs of individual sectors, members, and organizations. We recognize and support parallel efforts underway from champions across all sectors of the economy and community to promote a strong, resilient, and inclusive post-pandemic London.

The London Community Recovery Framework will require a coordinated effort from all of us to revive the economy, revitalize the community, and reimagine our future. Diverse perspectives from across London will be instrumental in realizing our vision of *a strong London that has fully recovered from the impacts of the COVID-19 pandemic and is building a resilient, equitable, and inclusive post-pandemic future.*

Sincerely,

The London Community Recovery Network

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1.0 Introduction

1.1 The London Community Recovery Network

On July 21, 2020, London City Council endorsed the creation of the London Community Recovery Network to begin a community-led process to power London's recovery from the COVID-19 pandemic. The London Community Recovery Network brings together leaders from community groups and networks, the private sector, non-profit organizations, and institutional organizations to participate in community conversations about London's recovery, work collaboratively to develop a community recovery plan, and turn recovery ideas into action.

The London Community Recovery Network is chaired by the Mayor, supported by Council, and led by 51 community leaders who represent social, economic, and institutional organizations across London. The collective effort of the London Community Recovery Network is focused on creating a strong, resilient, and inclusive post-pandemic London.

1.2 The Work of the London Community Recovery Network

As the community continues to respond to the unprecedented challenges of COVID-19, we recognize that rebuilding and revitalizing London necessitates an equally unprecedented response. The work of the London Community Recovery Network is to envision how London can thrive post-pandemic and to chart the course for longer-term recovery.

The first step was to respond to the urgent needs of Londoners. In Phase 1 of the London Community Recovery Network's efforts, members came together to identify 70 ideas for action, which can be found in [Laying the Foundation: Ideas for Action to Power London's Community Recovery From COVID-19](#). Many of these actions have moved to implementation.

The momentum developed in Phase 1 was leveraged in Phase 2 to prepare the London Community Recovery Framework that will drive a strong, deep, and inclusive recovery for London.

1.3 The London Community Recovery Framework

The purpose of the London Community Recovery Framework is to set out a common vision, focus areas, and shared measures for community recovery and renewal in London.

Specifically, the London Community Recovery Framework:

- Identifies a **common vision** for London's community recovery – a vision that includes economic and social aspects of recovery.
- Communicates the **focus areas** that will guide our recovery and renewal from the pandemic.
- Outlines **shared measures** to standardize the evaluation of London's progress towards community recovery and the common vision.
- Supports London Community Recovery Network members' **commitment** to contributing to one or more of the recovery-focused shared measures through individual and collective efforts that enable community recovery in London.
- Commits to **reporting regularly** on London's community recovery efforts.

The development of the London Community Recovery Framework required us to think critically about where we want to go together, what we are doing today and in the future that contributes to recovery, and how we will know that we have been successful.

The work of recovery requires the collective action of many – a community of people, organizations, and networks that must be invested in outcomes and collectively driving results. Phase 1 of the London Community Recovery Network's work illustrated that London's organizations, businesses, networks, institutions, and community groups are fully engaged in designing and implementing individual and collective recovery-related initiatives. London Community Recovery Network members want to participate in initiatives that benefit the community, but at the same time, they need to remain focused on the needs of their sectors, their members, and their individual organizations.

The London Community Recovery Framework's approach recognizes and values the considerable efforts members extended through Phase 1, as well as the many initiatives already underway. It also recognizes that members need to make decisions for their own benefit as well as the community. The London Community Recovery Framework therefore focuses on defining a common destination and shared measures for community recovery. Rather than prescribing specific actions, initiatives, and work plans, London Community Recovery Network members will identify the actions they intend to implement to contribute to the common vision and shared measures for London's community recovery.

1.4 Recovery in the Context of the London Community Recovery Framework

Recovery is not about building the same London; it is about building a community that is stronger than where we started. Recovery for London is about renewal; it requires looking forward and creating a brighter future rather than going back to the way things were.

Recovery is an opportunity for transformation, re-imagining, and re-setting what London looks like post-pandemic – a community that is equitable and where no one is left behind.

The term “recovery” has many meanings for different people. However, in the context of the London Community Recovery Framework, recovery refers to recovery and revitalization from the impacts of the COVID-19 pandemic.

1.5 How the London Community Recovery Framework Was Developed

An overview of the stages used to develop the London Community Recovery Framework is outlined below.

Stage 1: Confirm the Common Vision and Recovery Focus Areas (May – June 2021)

On May 6, 2021, London Community Recovery Network members met to share their insights about a common vision for recovery from the COVID-19 pandemic in London. Ideas shared at the meeting were used to craft a common vision and focus areas for recovery from the pandemic. Once drafted, the vision statement and recovery focus areas were shared with London Community Recovery Network members for review and feedback. Feedback from London Community Recovery Network members was then collated, and common themes were identified to refine the vision statement and recovery focus areas. On June 10, 2021, London Community Recovery Network members held a second meeting to review and confirm the vision and recovery focus areas. It was confirmed that overall, the vision statement and areas of focus resonated with London Community Recovery Network members, and these components were approved in principle to provide direction for the subsequent research stage.

Stage 2: Conduct Research (June – August 2021)

Between June and August 2021, a total of 44 interviews and three focus groups were conducted with London Community Recovery Network members. During the interviews and focus groups, London Community Recovery Network members were asked to reflect on trends and opportunities that resulted from the pandemic, what recovery looks like and how they would define recovery from the pandemic, and recommended metrics to measure pandemic recovery. Interview and focus group participants were engaged as representatives of social, economic, and institutional organizations and equity-deserving groups across London, and were asked to share insights and feedback from the perspective of their sector or community, including their stakeholders, community members, and constituents.

Data gathered from interviews and focus groups was collated and analyzed across all respondent groups, and themes were identified. For each key theme that emerged, a literature scan was conducted to identify studies that demonstrated the impacts of the COVID-19 pandemic in that thematic area. Using the results from the thematic analysis and literature scan, a list of indicators and metrics was drafted and shared with London Community Recovery Network members. Feedback was then used to revise the list of indicators and metrics.

Stage 3: Develop the London Community Recovery Framework (August – October 2021)

Results from the research stage were used as the foundation for the development of the London Community Recovery Framework, including refinement of the vision statement and recovery focus areas and development of the shared commitments, indicators, and metrics.

In total, 23 indicators were identified from the research analysis. To be considered as an indicator, the following criteria had to be met:

- London Community Recovery Network members identified it as relevant to London's recovery from the COVID-19 pandemic.
- It was identified as a theme in the literature in a local, provincial, and/or national recovery context as having been negatively affected or exacerbated by the COVID-19 pandemic.
- It was impact focused (i.e. focused on the intended results), not process focused (i.e. strategies that could be implemented to achieve an intended result).
- There was at least one metric to inform the indicator at a population level.

For each indicator, no more than two metrics were identified to support meaningful shared measurement and evaluation. The following criteria were used to inform metric selection:

- Data for the metric was collected at a minimum on an annual basis.
- Data collected for the metric could be disaggregated.
- Data for the metric was available to the City of London, either through data collected by the City of London, a local partner, or a reliable third party.
- Regular collection of data for the metric would continue through the pandemic and where possible, historical data collected since at least January 1, 2019 was available.

Results from the thematic analysis and literature scan were used to prepare Sections 3.0 – 5.0 of this document. Specifically, for each indicator outlined in Sections 3.0 – 5.0, the description of what the indicator is, how it has been impacted by the COVID-19 pandemic, why addressing it is important for recovery in London, and how it will be measured was developed using the thematic analysis and literature scan results.

Once prepared, London Community Recovery Network members reviewed a draft copy of the London Community Recovery Framework and provided feedback. On September 23, 2021, London Community Recovery Network members met to discuss the common themes identified from the feedback, and with noted revisions, the London Community Recovery Framework was approved. During this meeting, resources to support the work of the London Community Recovery Network and regular reporting on recovery indicators and measures were also discussed. After the meeting, final revisions were made to incorporate feedback from London Community Recovery Network members.

2.0 The London Community Recovery Framework

2.1 Vision

A strong London that has fully recovered from the impacts of the COVID-19 pandemic and is building a resilient, equitable, and inclusive post-pandemic future.

2.2 Shared Commitments

The London Community Recovery Framework is rooted in the following shared commitments:

- **Collaboration and Coordination** – A thriving economy and a supportive community are essential for London’s well-being. We will enhance ongoing efforts across the city through collaboration and work together to tackle community challenges.
- **Data Disaggregation** – There must be a commitment as part of COVID-19 recovery efforts to the collection of data. The collection of data that can be disaggregated by sub-categories such as demographics and social-economic factors promotes accountability. Further, the disaggregation of data helps to identify how issues like the pandemic disproportionately affect specific groups, helps to track whether change is occurring, and ensures COVID-19 recovery efforts are addressing inequity. We are committed to collecting and reporting on disaggregated data.
- **Climate Change and Environmental Sustainability** – The climate emergency has not disappeared due to COVID-19. As we identify ideas and initiatives, we will evaluate the desired outcomes in relation to their potential impact on London’s combined efforts to respond to climate change.
- **Equity and Inclusion** – Community recovery efforts must recognize the disproportionate effects COVID-19 has had on vulnerable and marginalized communities. Recovery efforts must: be culturally sensitive; be informed and relevant; be led by those with lived experience; address biases; and take into consideration intersectionality and lived experiences. We recognize that all Londoners are active and deserving participants in London’s community recovery.

- **Innovation** – Recovery from COVID-19 will require adaptation and adoption of innovative approaches in all sectors. Innovation will be essential to fueling economic activity and generating new opportunities through recovery. Digitization and continued digital transformation, unique in-person experiences, and new solutions to emerging challenges will be required to drive recovery in London. We will be innovative in our initiatives and efforts towards recovery from COVID-19.
- **Infrastructure Investment** – Infrastructure investment generates long-term economic growth, supports the resilience of the economy, and builds inclusive communities. It changes the way Londoners live, move, and work. We realize in our COVID-19 recovery efforts that infrastructure improves social inclusiveness and better safeguards the health and environment of communities.
- **Local Purchasing** – For effective and efficient recovery, the purchasing power of individuals, families, community groups, non-profit organizations, businesses, and institutions will need to be recognized. Connections between local purchasers and suppliers, the development of local supply chains, and the implementation of local procurement policies will be important to stimulate the local economy and create positive social, economic, health, and community impacts. It is being noted that the City of London and other public sector or institutional partners must adhere to Provincial and Federal purchasing and procurement requirements set out in applicable legislation and international trade agreements, as well as comply with current municipal by-laws.
- **Short-Term and Long-Term Focus** – The impacts of COVID-19 have affected sectors and communities differently. While some sectors are close to or exceeding pre-COVID levels of activity, others are facing increasing levels of uncertainty. We will recognize both short-term needs as well as longer-term opportunities throughout the course of our work.

2.3 Recovery and Renewal Focus Areas and Indicators

In order to work towards recovery and renewal, we will focus on:

Investing in People We collectively commit to recovery and improving quality of life so that all Londoners can participate and succeed.	Driving Prosperity We collectively commit to sustainable and inclusive economic recovery that creates opportunities for people and enterprises and strengthens London's diverse competitive potential.	Fostering Community We collectively commit to reconnecting people and neighbourhoods and fostering a community where all Londoners can live, work, and play.
Domestic Violence	Arts, Culture, and Tourism	Anti-Racism and Anti-Oppression
Educational Attainment	Business Health	Climate Change and Environmental Sustainability
Food Security	Commercial Vacancy	Community Belonging
Homelessness	Employment	Community Engagement and Social Isolation
Income	Housing Affordability and Availability	COVID-19 Management and Prevention
Mental Health	Labour Market Participation	Crime and Safety
Physical Health	Mental Health in the Workplace	Immigration and Migration
Substance Use	Talent Recruitment and Retention	

The recovery and renewal focus areas are interdependent. All three need to move forward to achieve the recovery vision.



3.0 Investing in People Indicators

This section outlines the indicators and metrics for the Investing in People recovery and renewal focus area. These indicators and metrics will be used to guide and measure the work being done by London Community Recovery Network members towards *recovery and improving quality of life so that all Londoners can participate and succeed*.

The Investing in People recovery and renewal focus area is comprised of eight indicators, which are presented in alphabetical order. These indicators were developed based on the interviews and focus groups conducted with London Community Recovery Network members and a literature scan.

Each indicator includes a description of what the indicator is, how it has been impacted by the COVID-19 pandemic, and why addressing the indicator is important for recovery in London. Further, each indicator outlines a strategy for how the indicator will be measured, including up to two metrics and the corresponding data point and data source for each metric.

3.1 Domestic Violence

What Is Domestic Violence?

Domestic violence refers to violent or abusive behaviours in a family or other trusting relationship, and includes intimate partner violence and child abuse. Domestic violence can include physical violence, sexual violence, emotional abuse, verbal abuse, psychological intimidation, spiritual abuse, financial abuse, harassment, stalking, and/or cyber violence.¹

How Has Domestic Violence Been Impacted by the COVID-19 Pandemic?

With a shift to virtual services, fewer opportunities to leave the home, and barriers to walk-in supports during the pandemic, it has been more difficult for individuals in violent or abusive situations to get help, and many people may be putting off seeking help. There is also concern from staff in the gender-based violence sector about increased prevalence and severity of violence.² Further, Kids Help Phone reported a 137% increase in overall demand between 2019 and 2020 and more conversations about physical, emotional, and sexual abuse during the COVID-19 pandemic.^{3,4} As pandemic restrictions ease, it is anticipated there will be increased demand for services to support survivors of domestic violence.

Why Is Addressing Domestic Violence Important for Recovery in London?

Domestic violence can have long-lasting effects on an individual's physical and emotional health, their ability to work and participate in daily activities, and their ability to care for themselves or others. Violence experienced by children can also have negative emotional, behavioural, and developmental impacts.⁵ Addressing the impacts of and reducing domestic violence will help to ensure all Londoners have the potential to live safe lives post-pandemic.

How Will Domestic Violence Be Measured?

- **Metric:** Domestic violence crisis and support calls
- **Data Point:** Number of crisis and support calls answered by Anova each year
- **Data Source:** Anova
- **Metric:** Rate of child abuse
- **Data Point:** Number of child maltreatment investigations
- **Data Source:** Children's Aid Society of London and Middlesex

3.2 Educational Attainment

What Is Educational Attainment?

Educational attainment reflects the highest level of education a person has successfully completed.⁶

How Has Educational Attainment Been Impacted by the COVID-19 Pandemic?

Education disruptions, reduced enrolment, student disengagement, and loss of learning were challenges experienced during the pandemic. Evidence indicates pandemic school closures have negatively affected academic achievement and have resulted in learning losses, increased absenteeism, interrupted access to specialized educational and developmental services, disrupted educational transitions, and lower kindergarten enrolment.⁷ Educational programs that could not transition to online, such as apprenticeship and technical training were postponed or cancelled.⁸ A poll of Ontario university students and faculty also found 62% of students and 76% of faculty felt the shift to online learning during the pandemic negatively affected education quality.⁹

Why Is Educational Attainment Important for Recovery in London?

Research suggests higher educational attainment is linked to increased income, lower crime and mortality rates, improved health, and increased participation in political and social institutions.^{10,11} Early childhood education has also been found to improve children's cognitive and emotional development, self-regulation, and academic achievement.¹² As the COVID-19 pandemic has disrupted all levels and types of education, addressing learning gaps created during the pandemic and ensuring all Londoners have access to quality education opportunities will help individuals and the community to thrive.

How Will Educational Attainment Be Measured?

- **Metric:** Early Development Instrument (EDI) scores
- **Data Point:** Percentage of children aged 3.5-6.5 years old considered “vulnerable” in one or more domains
- **Data Source:** City of London
- **Metric:** Graduation rates
- **Data Point:** Five-year high school graduation rates for TVDSB and LDCSB / Graduation rates for Western University and Fanshawe College
- **Data Source:** TVDSB, LDCSB, Fanshawe College, Western University

3.3 Food Security

What Is Food Security?

When people experience food security, it means they have access at all times to enough food for an active, healthy life.¹³ In comparison, food insecurity means people are unable to get or eat the quality or quantity of food they need.¹⁴

How Has Food Security Been Impacted by the COVID-19 Pandemic?

Food insecurity existed in London prior to the pandemic; however, it has become even more prevalent during the COVID-19 pandemic. Further, the adequacy of food distribution systems and the ability to get food to those who need it most were challenged during the pandemic. Data indicates the proportion of Canadians experiencing food insecurity increased during the COVID-19 pandemic.¹⁵ Impacts of the pandemic, such as border and facility closures, changes in consumer demands, and manufacturing, production, and distribution modifications to enhance safety, have resulted in increased food prices, with Canadian families predicted to spend \$695 (5%) more on food in 2021 compared to 2020.¹⁶

Why Is Food Security Important for Recovery in London?

Food insecurity has been linked to poorer diet quality, increased risk for a variety of physical health problems such as diabetes and heart disease, and negative mental health outcomes such as increased rates of depression, stress, and anxiety.¹⁷ A recent survey of Canadians found food insecurity can create barriers to employment and finding meaning or purpose, contribute to increased social isolation, limit cultural participation, and strain relationships.¹⁸ With data and experts indicating food insecurity has worsened during the COVID-19 pandemic, recovery provides an opportunity to ensure all Londoners have access to enough nutritious food for an active, healthy life.

How Will Food Security Be Measured?

- **Metric:** London Food Bank use
- **Data Point:** Number of people who access emergency food through the London Food Bank
- **Data Source:** London Food Bank

3.4 Homelessness

What Is Homelessness?

When an individual or family does not have stable, permanent, appropriate housing, or the ability to acquire it, they are considered to be experiencing homelessness.¹⁹

How Has Homelessness Been Impacted by the COVID-19 Pandemic?

While homelessness was a significant issue in London prior to the pandemic, factors contributing to homelessness such as low income, unemployment, and housing affordability have been negatively impacted by the pandemic, increasing the risk of more Londoners experiencing homelessness. The impacts of the pandemic recession on homelessness may not be fully seen for up to five years; however, historical data shows there is an association between recessions and increased homelessness.²⁰ In London, despite opening new facilities, using hotel rooms, and moving individuals into housing during the pandemic, emergency shelters and resting spaces remain at full capacity, and the number of Londoners experiencing homelessness has continued to rise.²¹

Why Is Addressing Homelessness Important for Recovery in London?

Research shows that individuals experiencing homelessness are at increased risk of COVID-19 infection due to a lack of safe housing and shelter conditions. It can also be difficult for individuals experiencing homelessness to follow public health measures like physical distancing, isolation, and quarantine.²² Further, not having access to stable housing can negatively affect a person's physical and mental health, and unstable housing can disrupt employment, social networks, and education.²³ Addressing homelessness will have positive impacts on recovery indicators related to employment, health, education, and community connection.

How Will Homelessness Be Measured?

- **Metric:** Rate of homelessness
- **Data Point:** Number of individuals on London's By Name List
- **Data Source:** Homeless Individuals and Families Information System (HIFIS), City of London

3.5 Income

What Is Income?

In the context of this framework, income refers to the amount of money individuals earn from all sources. Having an adequate income means that people earn enough income to be able to take care of their basic needs.

How Has Income Been Impacted by the COVID-19 Pandemic?

Poverty and financial inequity have been amplified in London by the COVID-19 pandemic, with low-wage workers being particularly impacted by the pandemic due to job loss and the shuttering of many businesses and services. In July 2021, 33% of Ontarians said the pandemic has made their debt worse, and 46% are unsure if they can cover expenses in the next 12 months without going further into debt. Additionally, 40% of Ontarians reported being insolvent (i.e. they are unable to pay the debts they owe lenders on time).²⁴ Data also shows the pandemic has had a greater financial impact on those already living in or near poverty before the pandemic.²⁵

Why Is Income Important for Recovery in London?

Research has shown poverty can have negative impacts on access to adequate housing and living conditions, food security, physical and mental health, life expectancy, and the likelihood of experiencing violent crime.²⁶ Further, with respect to the pandemic, there is growing evidence that the proportion of COVID-19 cases has been higher amongst lower income earners.^{27,28} Ensuring all Londoners earn an adequate income will strengthen London's recovery from the pandemic and promote improved quality of life.

How Will Income Be Measured?

- **Metric:** Poverty rate
- **Data Point:** Percentage of the population living below the poverty line based on the Low Income Measure After Tax (LIM-AT)
- **Data Source:** Statistics Canada
- **Metric:** Living wage income
- **Data Point:** Percentage of the population whose annual before tax income is \$35,000 or more
- **Data Source:** Statistics Canada

3.6 Mental Health

What Is Mental Health?

Mental health is a state of well-being in which an individual realizes their own abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to their community.²⁹

How Has Mental Health Been Impacted by the COVID-19 Pandemic?

COVID-19 has had a significant impact on people's mental health. Since the start of the COVID-19 pandemic, levels of mental distress have increased sharply. A SickKids research study reported that 70% of children and youth aged 6 to 18 years old reported deterioration in at least one mental health domain during the pandemic.³⁰ In another study, 50% of adults reported the pandemic has had an ongoing impact on their mental health.³¹

Why Is Mental Health Important for Recovery in London?

Good mental health and well-being are essential assets for individuals and communities. Good mental health helps people to live fulfilled, productive, and healthy lives. In the context of London's recovery from the pandemic, good mental health will influence both social and economic recovery indicators. Further, good mental health improves workforce participation, physical health, and social connection, all of which are required for a safe and healthy recovery from the COVID-19 pandemic.³²

How Will Mental Health Be Measured?

- **Metric:** Self-reported mental health
- **Data Point:** Percentage of respondents aged 12 and older who report their mental health as "excellent" or "very good"
- **Data Source:** Canadian Community Health Survey, Statistics Canada
- **Metric:** 211 Ontario helpline inquiries for mental health/addictions
- **Data Point:** Number of calls by London residents to 211 Ontario where the identified need was mental health/addictions related
- **Data Source:** 211 Ontario

3.7 Physical Health

What Is Physical Health?

Physical health is focused on taking care of the body to support optimal health and functioning, prevent illness and injury, and manage chronic health conditions.

How Has Physical Health Been Impacted by the COVID-19 Pandemic?

The COVID-19 pandemic has disrupted Londoners' ability to access needed health services, such as disease screening, treatment, and surgery. As a result, there is the potential for serious consequences, including increased levels and severity of chronic disease. In a survey of Canadians with long-term conditions and disabilities, 48% of participants reported their health was worse than it was before the pandemic.³³ Additionally, research shows Canadian adults and children have been less active and more sedentary during the pandemic, which could contribute to higher rates of chronic conditions post-pandemic.^{34,35} Further, while most people with COVID-19 experience mild symptoms, it can be more severe for those with chronic health conditions, and some people may experience longer-term effects.^{36,37}

Why Is Physical Health Important for Recovery in London?

Maintaining good physical health can have positive impacts on mental health (e.g. decreased anxiety and depression), self-esteem, sleep, brain function (e.g. memory and concentration), and disease prevention.³⁸ As COVID-19 has the potential to cause more severe health outcomes for those with poor health or chronic conditions, supporting all Londoners to access routine health services and experience optimal health is critical to promoting recovery from the pandemic.

How Will Physical Health Be Measured?

- **Metric:** Self-rated health
- **Data Point:** Percentage of respondents aged 12 and older who report their health as “excellent” or “very good”
- **Data Source:** Canadian Community Health Survey, Statistics Canada

3.8 Substance Use

What Is Substance Use?

Substance use refers to the use of drugs or alcohol. For some people, substance use can lead to dependence and addiction, overdose, infectious disease, or other complications.³⁹

How Has Substance Use Been Impacted by the COVID-19 Pandemic?

Evidence indicates that during the pandemic, alcohol and drug use has increased amongst Canadians. A January 2021 survey found 30% of Ontarians who consumed alcohol pre-pandemic had increased their alcohol consumption during the pandemic, with the most common reasons for increased consumption being boredom and stress.⁴⁰ Further, opioid-related deaths increased by 38.2% in Ontario in the first 15 weeks of the pandemic.⁴¹ There has also been a decrease in the availability and capacity of substance use treatment and harm reduction services during the pandemic, affecting people's ability to access these services.⁴²

Why Is Addressing Substance Use Important for Recovery in London?

Problematic substance use (i.e. dependence or addiction) can have negative impacts on multiple areas of an individual's life, including their mental health, engagement in school or work, finances, relationships, health, and safety.⁴³ Further, individuals with a substance use disorder are at increased risk of experiencing severe illness from COVID-19.⁴⁴ With substance use increasing during the pandemic, enhancing access to substance use treatment and harm reduction supports and helping those who use substance to experience improved health and well-being are critical to a healthy recovery for all Londoners.

How Will Substance Use Be Measured?

- **Metric:** Rate of heavy drinking
- **Data Point:** Percentage of respondents who report engaging in heavy drinking
- **Data Source:** Canadian Community Health Survey, Statistics Canada
- **Metric:** Rates of opioid-related morbidity and mortality
- **Data Point:** Number of opioid-related emergency visits, hospitalizations, and deaths per 100,000 population
- **Data Source:** Public Health Ontario Interactive Opioid Tool

4.0 Driving Prosperity Indicators

Outlined in section 4.0 are the indicators and metrics for the Driving Prosperity recovery and renewal focus area. The indicators and metrics in this section will help to inform and measure London Community Recovery Network members' efforts towards a *sustainable and inclusive economic recovery that creates opportunities for people and enterprises and strengthens London's diverse competitive potential*.

The Driving Prosperity recovery and renewal focus area is comprised of eight indicators, which are presented in alphabetical order. These indicators were developed based on the interviews and focus groups conducted with London Community Recovery Network members and a literature scan.

Each indicator includes a description of what the indicator is, how it has been impacted by the COVID-19 pandemic, and why addressing the indicator is important for recovery in London. Further, each indicator outlines a strategy for how the indicator will be measured, including up to two metrics and the corresponding data point and data source for each metric.

4.1 Arts, Culture, and Tourism

What Is Arts, Culture, and Tourism?

Arts, culture, and tourism provide a substantial economic benefit by bringing visitors to a community, while also contributing to community well-being by encouraging creative expression and practice.

How Has Arts, Culture, and Tourism Been Impacted by the COVID-19 Pandemic?

COVID-19 restrictions shuttered many arts, culture, and tourism events and programs. Reduced levels of tourism, cancellation of arts and culture events, and reductions of public and private funding resulted in four out of five businesses in this sector experiencing a decrease in revenue in 2020.⁴⁵ Between February and July 2020, real gross domestic product in the arts, entertainment, and recreation subsector decreased by 50%. In comparison, GDP for all Canadian industries fell by 5.6%.⁴⁶

Why Is Arts, Culture, and Tourism Important for Recovery in London?

A strong, sustainable, and resilient arts, culture, and tourism sector creates jobs, generates local spending, and encourages local investment. It also has positive impacts on citizen well-being and community vibrancy and diversity. Further, recovery in arts, culture, and tourism has a broader impact on the economy because of the interdependency with other industries such as retail and hospitality. As such, promoting arts, culture, and tourism in London will contribute to the development of local jobs, the local economy, and community vitality.

How Will Arts, Culture, and Tourism Be Measured?

- | | |
|--|--|
| <ul style="list-style-type: none">• Metric: Economic impact of tourism in London• Data Point: Total impact (\$000's) of tourism in London on the GDP• Data Source: Tourism London | <ul style="list-style-type: none">• Metric: Number of visitors to London• Data Point: Number of overnight visitors to London• Data Source: Tourism London |
|--|--|

4.2 Business Health

What Is Business Health?

The health of a business relates to its ability to cover operational costs, influencing its long-term sustainability.

How Has Business Health Been Impacted by the COVID-19 Pandemic?

Businesses and organizations in many sectors have experienced financial challenges during the pandemic resulting from the disruption of revenue models due to government restrictions, decimation of operating revenues, and lack of financial support. More than half of businesses in Canada reported a revenue decrease of at least 20% because of the COVID-19 pandemic.⁴⁷ Collectively, Canada's small businesses have taken on \$135 billion in debt in an attempt to survive the pandemic, with the average small business owner accruing \$170,000 in debt.⁴⁸ As of January 2021, one in six or about 181,000 Canadian small business owners are now seriously contemplating shutting down.⁴⁹

Why Is Business Health Important for Recovery in London?

Entrepreneurs, non-profits, and businesses are crucial to London's economy, and supporting their success is key to ensuring a strong, inclusive recovery from the COVID-19 pandemic. Entrepreneurs, non-profits, and businesses stimulate economic growth and innovation. They also create employment opportunities, contribute to the local economy, and provide solutions that meet the needs and demands of the community. As the backbone of the economy, it is imperative that London's entrepreneurs, non-profits, and businesses not only adjust, but also recover from the pandemic and are set up for the post-pandemic future.

How Will Business Health Be Measured?

- **Metric:** Business openings and closings
- **Data Point:** Number of businesses with at least one employee that open and close each year
- **Data Source:** Statistics Canada

4.3 Commercial Vacancy

What Is Commercial Vacancy?

Commercial vacancy refers to the number of commercial units, such as office and retail spaces, that are unoccupied at a particular time.

How Has Commercial Vacancy Been Impacted by the COVID-19 Pandemic?

The COVID-19 pandemic has had a negative impact on commercial vacancy rates due to the rapid shift to remote work and government restrictions on business operations. One study indicated that London's commercial vacancy rate is currently hovering around 20%, a 23% year-over-year increase in comparison to 2020.⁵⁰ The long-term outlook for commercial real estate is uncertain as commercial tenants consider new and emerging business models.⁵¹

Why Is Addressing Commercial Vacancy Important for Recovery in London?

Commercial vacancy is connected to the health and vibrancy of neighbourhoods. Commercial occupancy brings foot traffic to streets, riders to public transit, diners to restaurants, shoppers to retail corridors, and office workers to high rises. The safe return of people to London's commercial spaces will help to revitalize neighbourhoods and restore their previous energy.

How Will Commercial Vacancy Be Measured?

- **Metric:** Commercial vacancy rate
- **Data Point:** Percentage of commercial properties that are vacant
- **Data Source:** CBRE Limited

4.4 Employment

What Is Employment?

Employment means full-time or part-time, productive, and decent work for all. Individuals who are employed may be employees of a company or may be self-employed.

How Has Employment Been Impacted by the COVID-19 Pandemic?

In August 2020, London experienced its worst unemployment rate at 9.9%, and employment rates in London continue to remain below pre-pandemic levels.⁵² The COVID-19 pandemic has disproportionately affected job loss amongst specific groups of Londoners. Statistics confirm that year-over-year employment losses were more severe for women than men.⁵³ Further, Black, Indigenous, and other racialized workers also experienced higher unemployment than non-visible minorities.⁵⁴

Why Is Employment Important for Recovery in London?

Employment is at the heart of smart, sustainable, and inclusive recovery. Meaningful work contributes to positive feelings of self-worth, purpose, and belonging, reduces the risk of depression and psychological distress, improves perceived physical and mental health, and increases financial stability.⁵⁵

A strong economic recovery will require the creation of jobs in existing and new sectors. Investments in job creation brings opportunities for workers and businesses alike. Fair, equitable, and diverse job creation in London will ensure that everyone has the best possible opportunity to participate and benefit from recovery.

How Will Employment Be Measured?

- **Metric:** Unemployment rate
- **Data Point:** Percentage of the labour force that is jobless in London
- **Data Source:** Statistics Canada
- **Metric:** Employment rate of newcomers who are permanent residents
- **Data Point:** Percentage of newcomers between the ages of 20-44 who are employed compared to the city rate overall
- **Data Source:** Labour Force Survey, Elgin Middlesex Oxford Workforce Planning and Development Board

4.5 Housing Affordability and Availability

What Is Housing Affordability and Availability?

Housing affordability and availability refers to having enough supply of safe, secure, and suitable housing that meets individuals' needs and ability to pay.⁵⁶

How Has Housing Affordability and Availability Been Impacted by the COVID-19 Pandemic?

London's housing affordability and availability issue has deepened during the COVID-19 pandemic. Pandemic restrictions, low interest rates, and demand for more space due to many people working from home led to increased demand for housing in London. Increases in rent and home prices have steadily outpaced earnings during the pandemic.⁵⁷ For example, in May 2021, the average home price in London was 42.5% higher than in May 2020, yet the projected annual salary increase was expected to be 2.5%.^{58,59}

Why Is Housing Affordability and Availability Important for Recovery in London?

Housing affordability and availability is critical to the community, to the economy, and to the overall growth of the region. Decent, affordable housing fulfills a basic human need for shelter, but also contributes to financial stability and well-being. From an economic vitality perspective, available, affordable housing that fits a range of family types and lifestyles is essential to attracting, retaining, and developing a diverse, productive workforce in London.⁶⁰ When individuals have affordable, stable housing, they are more likely to experience economic stability, be more productive at work, and experience improved well-being.⁶¹

How Will Housing Affordability and Availability Be Measured?

- **Metric:** Shelter cost to income ratio
- **Data Point:** Percentage of income required to rent a 1-bedroom unit
- **Data Source:** Canada Mortgage and Housing Corporation Housing Market Information Portal and Statistics Canada
- **Metric:** Vacancy rate
- **Data Point:** Average vacancy rate
- **Data Source:** Rental Market Survey Data Tables, Canada Mortgage and Housing Corporation

4.6 Labour Market Participation

What Is Labour Market Participation?

Labour market participation reflects the active workforce in London. It includes people who are employed and seeking employment.

How Has Labour Market Participation Been Impacted by the COVID-19 Pandemic?

Women's involvement in the workforce is at a 30-year low due to the pandemic. This is attributed to the disproportionate effects of the pandemic on female dominated industries and the unequal demands on women to balance work, child/elder care, and other domestic responsibilities.⁶² Further, the effect of the pandemic has been notable on young workers, as jobs, internships, and work placements were cancelled in the early stages of the pandemic.⁶³

Why Is Labour Market Participation Important for Recovery in London?

An inclusive labour market allows and encourages all people of working age to participate in paid work. Sustainable economic growth requires enhanced labour market participation. As London rebuilds its economy, there is an opportunity to re-envision the labour market and deliberately close existing gaps. The right infrastructure will be required to encourage dislocated youth, female, and racialized workers to rejoin the labour force. The pandemic has opened a unique opportunity to address the long-standing shortcomings in the labour market. Failing to address these shortcomings will mean missing out on a sizeable economic opportunity.⁶⁴

How Will Labour Marketing Participation Be Measured?

- **Metric:** Labour market participation rate
- **Data Point:** Percentage of residents aged 15 and older participating in the labour force
- **Data Source:** Statistics Canada

4.7 Mental Health in the Workplace

What Is Mental Health in the Workplace?

A psychologically safe and healthy workplace is one that promotes workers' mental well-being, does not harm employee mental health through negligent, reckless, or intentional ways, and is free of excessive fear or chronic anxiety. Job burnout is a specific type of work related stress – a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity.⁶⁵

How Has Mental Health in the Workplace Been Impacted by the COVID-19 Pandemic?

The COVID-19 pandemic has resulted in staff burnout and exhaustion, and employee burnout has emerged as a major issue for many workers during the pandemic. Results from a national survey reported that one in three employees are concerned that burnout is affecting their ability to do their job, and half of working Canadians feel exhausted and stressed.⁶⁶

Why Is Mental Health in the Workplace Important for Recovery in London?

A healthy and safe workplace is good for people and good for business. Investment in a mentally healthy workforce improves physical and mental health, employee retention, job satisfaction, and productivity.⁶⁷ A sense of purpose can also help employees navigate high levels of uncertainty and change and ensure their efforts are aligned with the highest value activities. Employees who indicate they are “living their purpose” at work are much more likely to sustain or improve their level of effectiveness and be much more engaged.⁶⁸ Creating a healthy and safe workplace, one that protects the mental health of employees, will help to drive prosperity for Londoners and London businesses.

How Will Mental Health in the Workplace Be Measured?

- **Metric:** Work-related mental stress injury
- **Data Point:** Number of allowed lost time WSIB claims for mental health
- **Data Source:** WSIB Ontario Report Builder by the Numbers

4.8 Talent Recruitment and Retention

What Is Talent Recruitment and Retention?

Talent recruitment and retention refers to the overall process of engaging, onboarding, training, and keeping skilled employees.

How Has Talent Recruitment and Retention Been Impacted by the COVID-19 Pandemic?

Increases in employee retirements and resignations, talent shortages, and misalignment between job seekers and available positions were exacerbated by the COVID-19 pandemic. According to a national study, factors driving recruitment and retention challenges range from pandemic-related burnout to increased competition, a pause in immigration, new lifestyle preferences, and a continuation of pre-pandemic labour force gaps.⁶⁹

Why Is Talent Recruitment and Retention Important for Recovery in London?

Attracting and retaining quality talent will be critical for London's private and public sectors to not only survive, but thrive post-pandemic. Talent is the driving force behind operations; having the most talented and skilled employees contributes to the improvement of a business's performance, innovation, and results. The pandemic has caused significant shifts in business operations and this is reflected in the new and emerging skills and positions London employers are seeking.

How Will Talent Recruitment and Retention Be Measured?

- | | |
|---|---|
| <ul style="list-style-type: none"> • Metric: Presence of hard-to-fill positions • Data Point: Percentage of employers who report having positions or jobs that were hard to fill in the last 12 months • Data Source: Employer ONE Survey | <ul style="list-style-type: none"> • Metric: Availability of qualified workers • Data Point: Percentage of employers who rate the availability of qualified workers as good or excellent • Data Source: Employer ONE Survey |
|---|---|



5.0 Fostering Community Indicators

The indicators and metrics for the Fostering Community recovery and renewal focus area are presented in this section. London Community Recovery Network members can use these indicators and metrics to guide and measure initiatives and actions focused on *reconnecting people and neighbourhoods and fostering a community where all Londoners can live, work, and play*.

The Fostering Community recovery and renewal focus area is comprised of seven indicators, which are presented in alphabetical order. These indicators were developed based on the interviews and focus groups conducted with London Community Recovery Network members and a literature scan.

Each indicator includes a description of what the indicator is, how it has been impacted by the COVID-19 pandemic, and why addressing the indicator is important for recovery in London. Further, each indicator outlines a strategy for how the indicator will be measured, including up to two metrics and the corresponding data point and data source for each metric.

5.1 Anti-Racism and Anti-Oppression

What Is Anti-Racism and Anti-Oppression?

Anti-racism recognizes the existence of racism, including systemic racism, and seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities.⁷⁰ Anti-oppression refers to challenging social and historical inequities and injustices that are part of systems and institutions and that allow certain groups to dominate over others.⁷¹

How Has Racism and Oppression Been Impacted by the COVID-19 Pandemic?

Evidence demonstrates some groups have been more negatively impacted by the pandemic. For example, a higher proportion of frontline workers during the pandemic were immigrants and part of visible minority groups, putting them at increased risk of COVID-19 exposure, and there were higher rates of COVID-19 in Ontario's most diverse neighbourhoods.^{72,73}

The pandemic also had a disproportionate economic impact on recent immigrants, Indigenous people, and visible minority groups.⁷⁴ Gender diverse individuals, Indigenous women, and those identifying as Chinese, Korean, Southeast Asian, and Black were also more likely to report experiencing discrimination or unfair treatment during the pandemic.⁷⁵

Why Is Anti-Racism and Anti-Oppression Important for Recovery in London?

The historical and ongoing effects of colonialism, discrimination, and systemic racism continue to contribute to imbalances of power and resources and inequitable treatment of racialized and marginalized groups, which can result in social exclusion, isolation, barriers to political and civic engagement, and negative impacts on income, employment and advancement, education, housing, and health.^{76,77} As the pandemic has deepened existing inequities, it is vital that racism and oppression be addressed to promote an inclusive recovery for all Londoners.

How Will Anti-Racism and Anti-Oppression Be Measured?

- **Metric:** Police reported hate crime
- **Data Point:** Number of police reported hate crimes per 100,000 population
- **Data Source:** Statistics Canada

5.2 Climate Change and Environmental Sustainability

What Is Climate Change and Environmental Sustainability?

Climate change refers to a long-term shift in the average weather conditions of a region.⁷⁸ Environmental sustainability is the responsibility to conserve natural resources and protect global ecosystems to support health and well-being now and in the future.⁷⁹

How Has Climate Change and Environmental Sustainability Been Impacted by the COVID-19 Pandemic?

In 2019, conversations about climate change had become increasingly urgent. It was considered a crucial time to take decisive action to protect the future of the planet. However, with the onset of the COVID-19 pandemic, the focus rapidly moved away from climate change. As a result, there has been a delay in the development of environmental plans and policies and a weakening of climate action. COVID-19 has also vastly increased the use of plastic, including gloves and masks, plexiglass dividers in stores and offices, and disposable shopping bags.^{80,81}

Why Is Climate Change and Environmental Sustainability Important for Recovery in London?

Canada is currently experiencing average temperature rises that are twice as high as the global average, with potential impacts for London including more frequent floods, higher annual precipitation rates, increases in vector-borne and zoological disease transmission, and increases in excess heat. Increased heat days and severe winter weather events may increase energy usage for homes and businesses, negatively impacting GHG emissions.⁸²

In the context of recovery, there is an opportunity to address climate change. Aligning responses to the COVID-19 pandemic and climate change would allow for the overall improvement of public health, as well as foster a sustainable economic future. In London, adapting to the impacts of a changing climate represents an opportunity to create jobs, drive innovation, and improve resilience in London.⁸³

How Will Climate Change and Environmental Sustainability Be Measured?

- **Metric:** Emissions reduction
- **Data Point:** Number of GHG emissions reduced in London
- **Data Source:** City of London

5.3 Community Belonging

What Is Community Belonging?

A sense of community belonging reflects whether individuals feel connected to a community or group (e.g. social, cultural, professional) and that they matter to one another and to the group.^{84,85} Community belonging is developed through social participation and helping people feel included.⁸⁶

How Has Community Belonging Been Impacted by the COVID-19 Pandemic?

With the closure of community spaces, programs, schools, and workplaces and reduced in-person interactions during the COVID-19 pandemic, people are experiencing a lack of community connection. With people being less involved in their neighbourhood or community and diminished social interaction during the pandemic, more Canadians have reported feeling isolated in 2020 compared to 2019.⁸⁷ This finding has important implications for community belonging, as research has found that individuals who feel lonelier and more isolated are more likely to have a very or somewhat weak sense of belonging to their community or neighbourhood.⁸⁸

Why Is Community Belonging Important for Recovery in London?

A sense of community belonging is an important factor associated with physical and mental health. For example, community belonging has been associated with greater resilience after experiencing difficult circumstances or a traumatic event and reduced risk of anxiety, depression, cardiovascular disease, and other negative health impacts.⁸⁹ As the COVID-19 pandemic has caused disruptions to social connection, reconnecting people and neighbourhoods will be vital to ensuring all Londoners experience improved community belonging post-pandemic.

How Will Community Belonging Be Measured?

- **Metric:** Sense of belonging
- **Data Point:** Percentage of respondents who report they “strongly agree” or “somewhat agree” they have a strong sense of belonging in the city of London
- **Data Source:** Citizen Satisfaction Survey, City of London

5.4 Community Engagement and Social Isolation

What Is Community Engagement and Social Isolation?

Community engagement refers to participation in community-based activities and interpersonal interactions.⁹⁰ In comparison, social isolation reflects low levels of social participation and feelings of loneliness.⁹¹

How Has Community Engagement and Social Isolation Been Impacted by the COVID-19 Pandemic?

With COVID-19 restrictions and lockdowns preventing people from gathering in person, Londoners have fewer opportunities to engage in the community, volunteer, and connect with other people during the pandemic. Research shows that physical distancing due to the pandemic has left many Canadians feeling lonely or isolated.⁹² Further, a survey of Canadian adults found fewer Canadians participated in neighbourhood or community projects, went to events (e.g. live music or theatre), volunteered, used a local community centre or library, and socialized with neighbours in 2020 compared to 2019.⁹³

Why Is Addressing Community Engagement and Social Isolation Important for Recovery in London?

While being socially connected has been found to reduce the risk of premature death, experiencing social isolation can have negative effects on an individual's health and well-being, including an increased risk of mortality, heart disease, depression, cognitive function, and dementia.⁹⁴ As the pandemic has resulted in increased loneliness and isolation and reduced engagement in social and community activities, promoting community participation and reducing social isolation are important to the recovery of Londoners' health and well-being.

How Will Community Engagement and Social Isolation Be Measured?

- **Metric:** Welcoming community
- **Data Point:** Percentage of respondents who “strongly agree” or “somewhat agree” the city of London is a welcoming community
- **Data Source:** Citizen Satisfaction Survey, City of London
- **Metric:** Neighbourhood engagement
- **Data Point:** Number of people who vote in the Neighbourhood Decision Making program
- **Data Source:** City of London

5.5 COVID-19 Management and Prevention

What Is COVID-19 Management and Prevention?

COVID-19 Management and Prevention in the context of this framework means the prevention, control, and management of COVID-19, an infectious disease caused by the coronavirus SARS-CoV-2.⁹⁵

How Has COVID-19 Management and Prevention Been Impacted by the COVID-19 Pandemic?

The progression of the COVID-19 pandemic, emerging variants, and the potential for future outbreaks makes the coronavirus a continued threat to the health, safety, and well-being of the community. There have been 12,669 confirmed cases of COVID-19 in Middlesex-London as of July 14, 2021, with 62 total active cases and 229 deaths. There have been 3,531 cases with a variant of concern. There was a spike in cases in January 2021 and a second larger spike in April 2021. The number of cases started decreasing in May and continued decreasing into June and July 2021.⁹⁶

Why Is COVID-19 Management and Prevention Important for Recovery in London?

COVID-19 is a serious disease that has affected people's health, livelihoods, and quality of life in a profound way. It has disproportionately affected women and Black, Indigenous, and other racialized people.^{97,98} By eliminating COVID-19 as a life-threatening disease, there is an opportunity to reimagine a post-pandemic future where all Londoners are safe, healthy, and prosperous.

How Will COVID-19 Management and Prevention Be Measured?

- **Metric:** COVID-19 cases
- **Data Point:** Total number of COVID-19 cases per year by date reported
- **Data Source:** Middlesex-London Health Unit
- **Metric:** COVID-19 vaccination uptake (two doses)
- **Data Point:** Percentage of the population that is fully vaccinated against COVID-19
- **Data Source:** Middlesex-London Health Unit

5.6 Crime and Safety

What Is Crime and Safety?

A crime is any unlawful act punishable under the Criminal Code.⁹⁹ At the community level, safety reflects being able to live, work, and play without fear of harm or victimization.¹⁰⁰

How Has Crime and Safety Been Impacted by the COVID-19 Pandemic?

London Police Service reported more business break-and-enters and incidents of property damage in 2020 than in 2019, which was attributed to more vacancy of downtown businesses.¹⁰¹ In addition, more hate crimes were also reported in 2020, possibly due to more awareness and less tolerance of hate-motivated crime.¹⁰² Data from police-reported crime across London shows an increase in total assaults, total sexual assaults, and uttering of threats, and a decrease in robberies, vehicle thefts, fraud/identity theft, and shoplifting between March 2020 and February 2021 compared to the same time period one year earlier.¹⁰³

Why Is Addressing Crime and Safety Important for Recovery in London?

Victimization can have negative financial, emotional, and physical impacts on an individual and their family. Further, costs associated with crime include tangible costs for medical, mental health, criminal justice, victim, and protective services, and intangible costs like pain and suffering, fear, negative impacts on economic development, and reduced individual and community quality of life.^{104,105} As such, addressing crime and promoting safety will be vital to supporting individual well-being and fostering a community where all Londoners feel safe to visit, live, work, and play.

How Will Crime and Safety Be Measured?

- **Metric:** Crime severity
- **Data Point:** Crime Severity Index number
- **Data Source:** Statistics Canada
- **Metric:** Violent crime and sexual assaults against women
- **Data Point:** Percentage of victims of violent crime and sexual assaults that are female
- **Data Source:** Statistics Canada

5.7 Immigration and Migration

What Is Immigration and Migration?

In the context of this framework, immigration and migration refers to the movement of people from other countries, provinces, or regions into a given geographic area.

How Has Immigration and Migration Been Impacted by the COVID-19 Pandemic?

Barriers to immigration and migration resulting from border closures during the COVID-19 pandemic have impacted the labour market, student enrolment, and economic activity. Data from Statistics Canada demonstrates the impacts of COVID-19 pandemic border closures on London's population growth. Between 2019 and 2020, London's population growth rate was lower than between 2018 and 2019 due to less international migration, particularly of non-permanent residents like university and college students, and reduced migration from other provinces.^{106,107}

Why Is Immigration and Migration Important for Recovery in London?

Immigration and migration is an important contributor to the economy, the labour force, population growth, creativity and innovation, culture, and diversity. For example, immigrants help to fill gaps in the labour force, international students contribute to the economy through tuition and local spending, and immigration drives 82% of Canada's population growth.^{108,109} The immigration and migration of individuals with a wide range of skills and backgrounds will be essential to London's community vitality and economic recovery from the pandemic.

How Will Immigration and Migration Be Measured?

- **Metric:** Net average newcomer inflow
- **Data Point:** Number of newcomers to London through direct and secondary migration
- **Data Source:** Statistics Canada
- **Metric:** International student enrolment
- **Data Point:** Number of full-time international students enrolled in Western University and Fanshawe College
- **Data Source:** Ministry of Advanced Education and Skills Development's University Enrolment Statistical Reporting and College Enrolment Statistical Reporting Systems

6.0 Implementation of the London Community Recovery Framework

The London Community Recovery Framework outlines a collaborative, community-driven approach to assessing and reporting on London's community recovery from the COVID-19 pandemic. It acknowledges and celebrates the incredible depth of work already underway in our community on the part of London's community groups and networks, private sector, non-profit organizations, and institutional organizations. It provides a shared vision, focus areas, and metrics for recovery in London to enable alignment between the priorities and initiatives of London Community Recovery Network member organizations.

The common vision, focus areas, and shared measures for recovery laid out in the London Community Recovery Framework will require continuing the momentum we have seen from committed partners across our community throughout the pandemic. London Community Recovery Network members will identify the actions they will take to align with the London Community Recovery Framework and contribute to London's recovery.

The City of London will support the work of London Community Recovery Network members, including providing support with data collection, analysis, and reporting throughout the three-year timeframe of the London Community Recovery Framework. The London Community Recovery Network will continue to serve as the central point of connectivity, identify emerging issues, share details on actions, initiatives, data, and evidence from the field, and shape future reporting on London's community recovery progress.

Londoners will be kept up to date on the status of our collective work. Clear roles, responsibilities, processes, and practices will be designed to support the collective efforts of London Community Recovery Network member organizations. In keeping with our shared commitments, gender, anti-racism and anti-oppression, and climate emergency lenses will be used throughout the implementation and monitoring of London's collective community recovery efforts within the London Community Recovery Framework.

The London Community Recovery Framework represents an individual and collective commitment to contributing to London's strong, deep, and inclusive recovery from the COVID-19 pandemic. London Community Recovery Network members have committed to working collaboratively to deliver on the community vision, focus areas, and metrics for recovery in the London Community Recovery Framework.

Appendix A: London Community Recovery Network Members

A list of London Community Recovery Network members is outlined below.

- Anti-Poverty Mobilization Network
- Black London Network
- Centre for Research on Health Equity and Social Inclusion (Western)
- Elgin Middlesex Oxford Workforce Planning and Development Board
- Employment Sector Council
- Fanshawe College
- London and District Construction Association
- London and District Labour Council
- London and Middlesex Local Immigration Partnership
- London Arts Council
- London Business Improvement Areas
- London Chamber of Commerce
- London Community Foundation
- London Development Institute
- London District Heavy Construction Association
- London Economic Development Corporation
- London Environmental Network
- London Faith Groups
- London Food Bank
- London Health Sciences Centre
- London Home Builders' Association
- London Region Manufacturing Council
- London Small Business Centre
- Middlesex-London Health Unit
- N'Amerind (London) Friendship Centre
- Pillar Nonprofit Network
- St. Joseph's Health Care London
- TechAlliance
- Tourism London
- United Way Elgin Middlesex
- Urban League of London
- Western University
- Young London

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