

### Climate Change Resilience Workplan

This Climate Change Resilience Workplan ("Workplan") provides an overview of planned actions to further develop and support Toronto's all-of-city approach to climate resilience. The identified actions aim to prepare for climate risks facing the City's people, services and assets now and in the future, as identified in Toronto's Climate Risks: Understanding Vulnerability Today, Preparing for Tomorrow (Summary Report) (Attachment 1), which summarizes the findings of a Toronto-specific climate change risk and vulnerability assessment.

The City's goal for climate resilience is to provide services, programs, planning and advocacy to ensure that everyone is prepared and protected from the impacts of climate change, now and in the future. This document is not meant to be exhaustive or prescriptive. Rather, this Workplan should be understood as enabling and refining a long-term commitment to continue to assess, plan for, advance and resource climate resilience actions as the climate changes.

The Workplan is categorized into four Focus Areas, which are further subdivided into workstreams and actions. The Focus Areas are:

1. Leadership and Governance
2. Embedding Climate Risk into Decision-Making
3. Co-creating Resilience and Adaptation with Communities
4. Two-Row Wampum<sup>1</sup>: Working Alongside Indigenous Climate Leaders

#### 2026-2028 Workplan Timeline

Various aspects of the Workplan will be initiated over the next three years.

#### Year 1 (2026) - Activating Accountability

2026 will focus on planning, initiating and implementing effective internal governance structures to respond to priority risks identified in Attachment 1 - Toronto's Climate Risks: Understanding Vulnerability Today, Preparing for Tomorrow (Summary Report), with an evaluation of cost, feasibility and resourcing needs associated with potential actions, to inform decisions and commitments to address priority risks. City Divisions will be expected to identify resources required to implement a Climate Change Adaptation Action Plan as part of a proposed 2027 report back. Environment, Climate and Forestry will work with City Divisions, including Financial Planning, and the Oversight Table for Climate Resilience (Oversight Table) to identify and prioritize financial impacts throughout 2026, for inclusion in the 2027 report, ahead of the 2028 Budget. Year 1 will also initiate the development of key performance indicators (KPIs)

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<sup>1</sup> The Two Row Wampum (Gaswéñdah) is one of the oldest treaty relationships. Made in 1613 between Onkwehonweh and Dutch immigrants, it continues to symbolize mutual respect and peaceful coexistence. It represents two distinct paths—one for Indigenous peoples and one for settlers—traveling the "river of life" side by side, without interference, in friendship and harmony. (Onondaga Nation. [Two Row Wampum – Gaswéñdah.](#))

and targets to incorporate into the Climate Change Adaptation Action Plan. For all actions and initiatives proposed, an equity analysis will be conducted to ensure that equity-deserving and climate vulnerable populations are prioritized.

## **Year 2 (2027) - Naming Actions and Building Supports**

2027 will mark the first report back to Council on proposed actions in the short, medium, and long term to address priority climate risks, in the form of a Climate Change Adaptation Action Plan. In 2027, staff will initiate or continue work initiated in the previous year to determine how to add climate risk information to asset management and budgeting processes, scope and implement needed technical studies and community engagement and coordinate internally on building relationships with Indigenous communities. Alongside this internal work, staff will explore Indigenous-led approaches to stewardship of lands and waters and identify opportunities for co-created actions, including for updates to the Climate Change Adaptation Action Plan. As this process is intended to be community-led, timing and format of updating Council on the discussions will be determined during scoping.

## **Year 3 (2028) onwards - Towards Mainstreaming Resilience**

Following adoption of the 2028 Budget, City Divisions will begin implementing new actions identified in the Climate Change Adaptation Action Plan and initial processes should be in place for implementing monitoring, evaluation and tracking. Initial changes to budget and decision-making processes will better embed climate risk considerations, with further refinements underway. Initial findings from technical studies and engagement activities will become available and implications for next steps will be determined. Staff will also consider next steps on approaches to enable and support Indigenous climate leadership in Toronto. Progress and results of these activities will be reported based on recommendations made in the 2027 Climate Change Adaptation Action Plan.

## **Planning for Climate Resilience in an Evolving Context**

This Workplan describes activities that will be initiated within the next three years. As actions are implemented, the City will continue to adapt its approach in response to emerging opportunities, operational realities and community needs. Some actions initiated within the first three years of the Workplan may evolve and continue beyond 2028 and new needs and opportunities will emerge. Governance and reporting mechanisms will support this iterative process, ensuring transparency and accountability. For example, as input from City staff or results from community engagement and discussions with Indigenous leaders and communities are brought forward to the appropriate working tables, they will be considered by staff and the Oversight Table for inclusion in the Climate Change Adaptation Action Plan. City Divisions, Agencies and Corporations that are implementing climate change adaptation actions may also include related operating or capital costs as part of future budget processes, and/or bring forward standalone reports as necessary to secure authority to advance adaptation and resilience actions over the coming years. The first opportunity for coordinated updates to Council on the Climate Change Resilience Workplan will occur in 2027.

## Divisional Roles

This Workplan identifies roles for the City Divisions that either participated in the 2024-2025 interdivisional Climate Resilience Team or performed a substantive advisory role during development of the *Progress and Priorities for Enhancing Toronto's Climate Resilience* staff report. Other relevant City Divisions may also be engaged to support implementation. As the Workplan is expected to evolve, the City Divisions involved and their roles may change based on action/project scoping.

Environment, Climate and Forestry will continue coordinating and looking for opportunities for alignment with of City Agencies and Corporations with the Climate Change Adaptation Action Plan objectives, requesting their participation on Working Tables as relevant and providing input on any related reporting required by their Boards.

Role	Description
Leading	City Divisions that may implement part or all of the actions listed below, either independently or in collaboration with other City Divisions, based on their ownership of necessary relationships, assets, policies, programs and services.
Supporting	<p>City Divisions that may support part or all of the actions listed below, either independently or in collaboration with other City Divisions, based on their subject-matter expertise.</p> <p>Where multiple City Divisions are supporting, Environment, Climate and Forestry will play the role of coordinator and work with City Divisions to facilitate a consistent approach across planning, implementation and evaluation.</p>

Environment, Climate and Forestry is the owner and manager of the Climate Change Resilience Workplan. Across implementation, Environment, Climate and Forestry will be responsible for managing, coordinating and reporting on the actions outlined in this document.

## WORKPLAN FOCUS AREA 1: LEADERSHIP AND GOVERNANCE

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### 1.1 Connect and Coordinate City Divisions on Resilience Priorities

*Outcomes:* A shared understanding of climate change risks, challenges and priority solutions to implement across City Divisions to address current and future climate risks; and mechanisms to mainstream climate risk considerations into City activities, policies, programs, operation, planning and capital projects.

Climate Resilience is a multi-systems challenge and opportunity that often requires participation of a large number of City Divisions. For the remainder of the workplan, key supporting City Divisions will be named, "Multiple Divisions" will be used to indicate actions where more than six City Divisions are anticipated to be involved.

### **1.1.1 Establish and convene an Oversight Table for Climate Resilience to provide visible leadership, strategic oversight, decision-making and issues resolution on major climate resilience activities**

Most steps described below will be initiated in the first year of the Oversight Table, with ongoing future activity anticipated related to city-wide prioritization and coordination, and considering new evidence and new potential actions.

- Establish Terms of Reference and decision-making processes, establish meeting cadence and agendas.
- Approve and apply a prioritization framework for climate change adaptation actions the City should pursue, including consideration of Attachment 1 - Toronto's Climate Risks: Understanding Vulnerability Today, Preparing for Tomorrow (Summary Report).
- Oversee development of a Climate Change Adaptation Actions Plan that prioritizes and identifies specific actions the City will take to address current and future climate risks in the short, medium, and long-term.
- Coordinate with Division Heads to ensure climate risks are considered and addressed by the planning and implementation for activities under their mandate.
- Coordinate with working tables and City Divisions to inform development of a set of workplans and implementation plans for prioritized actions, that include resources required, for Council consideration as part of the Climate Change Adaptation Actions Plan.
- Secure commitment from City Divisions to include actions in their future budget planning as needed and seek Council direction for authority to pursue identified actions within the City's mandate, as needed.
- Coordinate with the leadership of City Agencies and Corporations on relevant actions to request their input and participation.
- Resolve issues including those related to conflicting resilience priorities of various City Divisions as necessary.
- Ensure the City's Climate Change Adaptation Action Plan addresses climate risks that are anticipated in the short, medium, and long-term.
- Over time, consider new potential actions that are proposed by the working tables or through community engagement or discussions with local Indigenous communities.

<b>Leading</b>	<b>Supporting</b>
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li><li>• Toronto Emergency Management</li></ul>	<ul style="list-style-type: none"><li>• City Planning</li><li>• Financial Planning</li><li>• Municipal Licensing and Standards</li><li>• Social Development</li><li>• Toronto Public Health</li><li>• Transportation Services</li></ul>

### 1.1.2 Establish and convene Interdivisional working tables to support development of a Toronto Climate Change Adaptation Action Plan

Most steps described below will be initiated in the first year of the working tables, with ongoing future activity anticipated related to city-wide prioritization, coordination, and reporting, and considering new evidence and new potential actions.

- Establish terms of reference and decision processes for each Table and how they will support the governance activities of the Oversight Table.
- Develop a communication plan for how information will be shared between working tables and Oversight Table.
- Request participation of relevant City Agencies and Corporations.
- Develop a draft prioritization framework for climate change adaptation actions that the City should pursue, including consideration of Attachment 1 - *Toronto's Climate Risks: Understanding Vulnerability Today, Preparing for Tomorrow (Summary Report)*. The framework may consider feasibility, cost, level of effort, whether actions address risks in the short, medium and long-term and equity analyses, among other criteria.
- Review proposed actions identified in Attachment 1 - *Toronto's Climate Risks: Understanding Vulnerability Today, Preparing for Tomorrow (Summary Report)*.
- Apply prioritization framework approved by the Oversight Table to create a draft prioritization of climate change adaptation actions. This process may be repeated in future years as conditions evolve and additional actions are proposed.
- For actions prioritized by the Oversight Table, members will play a convening role for their Division and will be responsible for bringing the actions back to the Division, including developing workplans and implementation plans that include any resources required.
- Identify where resilience activities of City Divisions conflict and explore solutions.
- Contribute to development of targets and KPIs as described in section 2.5.1 of this Workplan.
- Contribute data to enable tracking for monitoring and evaluation of progress on identified KPIs as described in section 2.5.1 of this Workplan.
- By 2027, develop a Climate Change Adaptation Actions Plan that prioritizes and identifies specific actions the City will take to address current and future climate risks in the short, medium and long-term.
- Ensure information sharing across City Divisions that champions and enables coordinated resilience action at the staff levels.
- Develop information for future reporting beyond 2027 with timing to be identified in the first Climate Change Adaptation Action Plan, reporting on progress and adding learnings and new information from City Divisions, community engagement and conversations with Indigenous communities.

Leading	Supporting
<ul style="list-style-type: none"> <li>Environment, Climate and Forestry</li> </ul>	<ul style="list-style-type: none"> <li>Accounting Services</li> <li>City Planning</li> <li>Communications</li> <li>Corporate Real Estate Management</li> <li>Office of the Chief Financial Officer and Treasurer</li> <li>Engineering and Construction Services</li> <li>Fleet Services</li> <li>Financial Planning</li> <li>Housing Secretariat</li> <li>Indigenous Affairs Office</li> <li>Municipal Licensing and Standards</li> <li>Parks &amp; Recreation</li> <li>Social Development</li> <li>Solid Waste Management Services</li> <li>Technology Services</li> <li>Toronto Emergency Management</li> <li>Toronto Fire Services</li> <li>Toronto Paramedic Services</li> <li>Toronto Public Health</li> <li>Toronto Shelter and Support Services</li> <li>Toronto Water</li> <li>Transportation Services</li> <li>Other City Divisions as Required</li> <li>City Agencies and Corporations as Requested</li> </ul>

## 1.2 Climate Change Adaptation Action Planning and Implementation

*Outcomes:* The City will have a plan, endorsed by the relevant City Divisions, that identifies the actions it will take to address priority climate risks in the short, medium and long-term, and that prioritizes equity-deserving and climate vulnerable populations.

### 1.2.1 Develop and release a Climate Change Adaptation Action Plan

The steps below will be completed to release an initial Climate Change Adaptation Action Plan in 2027.

- Based on input from the Oversight Table and working tables as outlined in sections 1.1.1 and 1.1.2 of this workplan, by 2027 finalize and publish a Toronto Climate Change Adaptation Action Plan that considers potential climate actions identified in Toronto's Climate Risks: Understanding Vulnerability Today, Preparing for Tomorrow (Summary Report) (Attachment 1) and summarizes ongoing and future City climate change adaptation actions and commitments for the short, medium and long-term.

- Include KPIs, supporting evidence and actions based on community input including progress on enabling Indigenous-led climate action that emerge from related sections of this workplan (2.5.1, 3.1-3.2, 4.1-4.3).
- As required, conduct equity analyses for actions, leveraging input from working table.
- Include next steps to evaluate progress and make updates to the Climate Change Adaptation Plan.

Leading	Supporting
<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> </ul>	<ul style="list-style-type: none"> <li>• Accounting Services</li> <li>• City Planning</li> <li>• Communications</li> <li>• Corporate Real Estate Management</li> <li>• Office of the Chief Financial Officer and Treasurer</li> <li>• Engineering and Construction Services</li> <li>• Fleet Services</li> <li>• Financial Planning</li> <li>• Housing Secretariat</li> <li>• Indigenous Affairs Office</li> <li>• Municipal Licensing and Standards</li> <li>• Parks &amp; Recreation</li> <li>• Social Development</li> <li>• Solid Waste Management Services</li> <li>• Technology Services</li> <li>• Toronto Emergency Management</li> <li>• Toronto Fire Services</li> <li>• Toronto Paramedic Services</li> <li>• Toronto Public Health</li> <li>• Toronto Shelter and Support Services</li> <li>• Toronto Water</li> <li>• Transportation Services</li> <li>• Other City Divisions as Required</li> <li>• City Agencies and Corporations as Requested</li> </ul>

### 1.2.2 Implement Climate Change Adaptation Action Plan

The steps below will occur iteratively after release of the Climate Change Adaptation Action Plan in 2027.

- Pursue actions identified in the Climate Change Adaptation Action Plan.
- Identify challenges and conflicts for Working Tables and Oversight Table to address as needed.
- Identify new potential opportunities and consideration for future updates to the Climate Change Adaptation Action Plan.

- Track progress and learnings as required by the Climate Change Adaptation Action Plan for further reporting and action.

Leading	Supporting
<ul style="list-style-type: none"> <li>• All relevant City Divisions</li> </ul>	<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> </ul>

## **WORKPLAN FOCUS AREA 2: EMBEDDING CLIMATE RISK CONSIDERATIONS INTO CITY DECISION-MAKING**

### **2.1 Embed Consideration of Climate Risks into Financial Decisions and Planning**

*Outcomes:* The City will have enhanced budget, asset management and risk management tools to consider climate risks and allocate resources in a way that requires all City Divisions to plan for current and anticipated climate change risks.

#### **2.1.1 Enhance consideration of climate risks in Corporate Asset Management Plan to enable City infrastructure assets to become more resilient**

Over time, these activities will enable the City's infrastructure to become more resilient to climate change risks

- Develop a workplan to improve integration of climate risks and impacts and incorporate natural assets into the asset management planning process. The workplan will consider defining and reporting KPIs, defining and scheduling periodic risk-assessment updates to inform City Divisions' planning and budgets, and developing climate-focused levels of service (LOS).
- Reflect progress and enhancements as part of the 2030 update to the Corporate Asset Management Plan update to the Province of Ontario that is required under Ontario Regulation (O. Reg.) 588/17: Asset Management Planning for Municipal Infrastructure

Leading	Supporting
<ul style="list-style-type: none"> <li>• Office of the Chief Financial Officer and Treasurer</li> </ul>	<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> <li>• Parks &amp; Recreation</li> <li>• Other City Divisions as Required</li> </ul>

#### **2.1.2 Strengthen the City's approach to the management and maintenance of the City's green infrastructure and natural assets in parkland**

Over time, these activities will enable the City's green and natural infrastructure to become more resilient to climate change risks.

- Aligned and integrated with the work plan described in 2.1.1, develop a work and implementation plan to improve integration of climate risks and impacts into the management and maintenance of Park & Recreation green infrastructure and natural assets, including resources required.
- The work plan will consider: Integrating the value of natural assets parkland into Parks & Recreation asset management and capital budgeting; and implications of



new/innovative and nature-based solutions that may be implemented by Parks & Recreation in response to evolving climate risks.

- Reflect progress and enhancements as part of the 2030 update to the Corporate Asset Management Plan update to the Province of Ontario that is required under Ontario Regulation (O. Reg.) 588/17: Asset Management Planning for Municipal Infrastructure.

Leading	Supporting
<ul style="list-style-type: none"> <li>• Parks &amp; Recreation</li> </ul>	<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> <li>• Office of Chief Financial Officer and Treasurer</li> </ul>

### **2.1.3 Explore the feasibility of amending the City's Carbon Budget, which has been codified in Toronto Municipal Code Chapter 669, Climate Change Goals and Governance (MC 669), to require the City to also include prioritization climate resilience of its capital projects**

Following these steps will explore ways of prioritizing proposed capital projects based on ability to address climate change risks, with next steps identified in 2027.

- Explore development of prioritization criteria to enable ranking of capital projects based on ability to address key climate risks and associated impacts in Toronto and how they would be included in the bylaw or guidance documents.
- Identify what amendments are required to MC 669 for the City to prioritize proposed capital projects based on ability to address key climate risks and associated impacts in Toronto.
- Report back to City Council with any proposed amendments to MC 669 for its consideration and adoption.

Leading	Supporting
<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> </ul>	<ul style="list-style-type: none"> <li>• Financial Planning</li> <li>• Legal Services</li> </ul>

### **2.1.4 Embed climate resilience considerations into corporate infrastructure projects**

These steps will be initiated in 2026 to help standardize the City's approach to identifying and addressing climate change risks in corporate infrastructure projects.

- Identify priority climate risk and climate change adaptation considerations for planning, procurement and implementation related to corporate infrastructure projects.
- Assess existing approaches that are in use at the City for including resilience considerations in the planning, procurement and implementation of City infrastructure projects.
- Conduct a gap analysis to identify areas for improvement or standardization.
- Consider best practices including approaches used by other orders of government.

- Consider criteria that should be defined for applying any identified approaches, including scale of the project, type of project, opportunity or need to develop partnerships with specialist organizations.
- Identify approaches for improvement to apply, such as through developing practical standards, checklists and language that could be added to procurements, to proactively embed climate risk and adaptation considerations into planning, procurement and implementation.
- Pilot selected approaches, evaluate and adjust as needed.

Leading	Supporting
<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> </ul>	<ul style="list-style-type: none"> <li>• Multiple City Divisions</li> <li>• City Agencies and Corporations as requested</li> </ul>

### 2.1.5 Review Toronto's Climate Lens and strengthen the guidelines and criteria related to climate resilience

Following these steps will help City staff build their capacity to make decisions that consider climate change risks.

- Review the City of Toronto's Climate Lens, a policy and decision-making framework designed to integrate climate impact considerations into all major City decisions, in light of the Toronto's Climate Risks: Understanding Vulnerability Today, Preparing for Tomorrow (Summary Report) (Attachment 1) report.
- Identify opportunities to strengthen the guidelines and criteria in the Climate Lens to enhance its treatment of climate change adaptation and resilience.

Leading	Supporting
<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> </ul>	<ul style="list-style-type: none"> <li>• Financial Planning</li> </ul>

### 2.1.6 Embed climate risk into City Enterprise Risk Management (ERM)

Following these steps will help City staff address climate risks as part of broader City risk management and decision-making.

- Integrate climate risks into the ERM framework to inform risk management and decision making.
- Review outputs to assess the effectiveness of climate risk management and consider implications for City-wide climate change adaptation action planning.
- Align ERM framework to consideration of climate risks in strategic planning, budgeting, and asset management.

Leading	Supporting
<ul style="list-style-type: none"> <li>• Office of the Chief Financial Officer and Treasurer</li> </ul>	<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> </ul>

### 2.1.7 Further align financial disclosures with Task Force on Climate-related Financial Disclosures (TCFD)

Following these steps will enable City to better align its public financial disclosures with emerging standards.

- Monitor emerging climate disclosure standards, such as those established by the International Sustainability Standards Board (ISSB) and proposed by the International Public Sector Accounting Standards Board (IPSASB).
- Explore opportunities to further align public facing financial disclosures with the TCFD Framework.

Leading	Supporting
• Accounting Services	• Environment, Climate and Forestry

### 2.1.8 Assess status of climate resilience considerations in City Divisional work

The steps listed below will be completed by 2027.

- Request that City Divisions identify if they have completed any kind of assessment of climate risk and vulnerability to their own operations, policies and programs and assets/infrastructure.
- Conduct a gap analysis and report back on findings and next steps by Q2 2027.

Leading	Supporting
• Environment, Climate and Forestry	• Multiple City Divisions

## 2.2 Use Consistent Cross-Corporate Approaches and Information

*Outcomes:* All City Divisions have a common understanding of current and future climate conditions and associated risks, and this is consistently included in planning and decision-making for all City activities, policies, programs, operation, planning and capital projects.

### 2.2.1 Provide guidance for City Divisions to assess climate risks and actions

The steps below will be carried out ongoing.

- Identify information and guidance needed for City Divisions to assess the impacts of a changing climate on their own policies, programs, operations and assets.
- Assemble guidance on best practices and local information.
- Assess resource needs to centralize access to datasets and other guidance and tools.

Leading	Supporting
• Environment, Climate and Forestry	• All City Divisions

## 2.3 Enhance Spatial Data to Support Decision-Making

*Outcomes:* New information about current and future climate conditions and associated risks is available to all Divisions so that it can be included in planning and decision-making for all City activities, policies, programs, operation, planning and capital projects.

### 2.3.1 Improve neighbourhood climate vulnerability information (ongoing)

The steps below will be carried out ongoing.

- Complete an ongoing Neighbourhood Vulnerability Study to identify spatial variation in climate change risks and vulnerabilities to inform programs, projects, planning and policy across the City.
- Explore connections to Social Development's current and future neighbourhood well-being tools.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• City Planning</li><li>• Parks &amp; Recreation</li><li>• Social Development</li><li>• Toronto Public Health</li></ul>

### 2.3.2 Improve Citywide spatial pluvial (overland) flooding data

The steps below will be initiated in 2026 towards a 2027 procurement

- Undertake a needs assessment to determine City objectives and desired outcomes (and request key City Agency and Corporation participation as relevant) for using pluvial flooding data, identifying available data, needed data inputs and level of spatial detail necessary to achieve the intended outcomes. Analysis will consider relevant climate and hazard scenarios, relevant urban and social dimensions and options for project outputs to enable scoping of a pluvial flooding data project.
- Identify funding for and procure pluvial flooding study based on outcomes of needs assessment.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• City Planning</li><li>• Toronto Water</li><li>• Transportation Services</li><li>• City Agencies, Corporations, and partnered Agencies as requested</li></ul>

## 2.4 Improve Cost of Climate Change Information

*Outcomes:* The City is able to invest in climate change adaptation actions expected to save money in the long-term. Decisions about such investments are based on local information about the magnitude and distribution of costs and the value of effective climate change adaptation.

### 2.4.1 Pilot a costing study focussed on core assets

The steps identified below will be initiated within the next three years.

- Identify opportunities to pilot a climate costing study with a City Division that focuses on core municipal infrastructure assets, including water assets, wastewater assets, stormwater assets, roads, bridges and culverts, as defined in *Ontario Regulation 588/17: Asset Management Planning for Municipal Infrastructure*.
- From options identified, scope and carry out a selected pilot study to determine cost benefit analysis of adaptation measures specific to the assets selected.
- Assess results of the pilot study to determine how findings can be applied across the City.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• Financial Planning</li><li>• Office of the Chief Financial Officer and Treasurer</li><li>• Multiple Divisions</li></ul>

### 2.4.2 Develop local examples of costs and benefits of climate change adaptation actions

The steps identified below will be initiated within the next three years.

- Identify and develop Toronto-specific case studies for climate change adaptation actions that address a range of hazards or risks and include information about adaptation costs, short and long-term impacts, return on investment, common challenges and lessons learned.
- Assess findings to determine how they can inform decision-making at the City about climate change adaptation actions.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>•</li></ul>

### 2.4.3 Plan ahead to gather cost information for extreme weather events

The steps identified below will be initiated within the next three years.

- Explore proactive opportunities to gather information about costs that arise as a result of specific extreme weather events.
- Determine feasibility and requirements for implementation.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• Accounting Services</li><li>• Toronto Emergency Management</li></ul>

## 2.5 Set Targets and Monitor Performance

*Outcomes:* The City is able to demonstrate progress on addressing climate risks facing Toronto, learn from successes and failures and adjust its Climate Change Adaptation Action Plan in line with evolving conditions and knowledge.

### 2.5.1 Establish and monitor KPIs for climate resilience

The steps below will be initiated in 2026 to inform the Climate Change Adaptation Action Plan in 2027.

- Establish KPIs for climate resilience to guide City action planning.
- Develop monitoring and reporting plans for the KPIs, including to inform updates to the Climate Change Adaptation Action Plan.
- Identify key data gaps that are barriers to monitoring resilience progress and explore mechanisms to gather missing data.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• Accounting Services</li><li>• Office of the Chief Financial Officer and Treasurer</li><li>• Multiple City Divisions</li></ul>

### 2.5.2 Maintain updated information about ongoing climate change adaptation and resilience initiatives across the City

This activity will occur ongoing.

- Regularly identify new actions that address climate change risks and maintain an inventory of existing climate change adaptation actions undertaken by City Divisions.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• Multiple City Divisions</li></ul>

## WORKPLAN FOCUS AREA 3: CO-CREATING RESILIENCE AND ADAPTATION WITH COMMUNITIES

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### 3.1 Engage with Communities about Climate Risks and Solutions

*Outcomes:* The City learns about climate change risks and adaptation actions from communities, in ways that are locally relevant, impactful for residents and that are equity-informed.

#### 3.1.1 Plan and engage with communities

Planning for the steps listed below will be initiated in 2026.

- Develop and implement a community engagement plan to gather input on climate change adaptation actions and understand needs of local communities and interested parties.
- Consider staff capacity required to address engagement needs.
- Consider community input in the development and implementation of the Climate Change Adaptation Action Plan, and respond to communities about how their input was considered.
- Explore opportunities to engage with community to co-create actions for the Climate Change Adaptation Action Plan, including through the Community Coordination Plan, led by Social Development.

Leading	Supporting
<ul style="list-style-type: none"> <li>• Environment, Climate and Forestry</li> </ul>	<ul style="list-style-type: none"> <li>• Seniors Services and Long-Term Care</li> <li>• Social Development</li> <li>• Toronto Emergency Management</li> <li>• Toronto Public Health</li> <li>• Toronto Shelter &amp; Support Services</li> </ul>

## 3.2 Support Communities to be Climate Resilient

*Outcomes:* The City provides information, resources and services to communities and organizations across Toronto to support climate readiness and reduce the impacts of extreme weather.

### 3.2.1 Review current climate incentive programs to ensure they proactively encourage climate resilience activities

The steps listed below will be initiated in 2026.

Review current energy efficiency and decarbonization programs for residential housing and identify and implement opportunities based on the findings of Toronto's Climate Risks: Understanding Vulnerability Today, Preparing for Tomorrow (Summary Report) (Attachment 1) to ensure they proactively encourage climate resilience activities. Some quick starts include:

- Enhancing the Home Energy Loan Program (HELP) by providing a fast-tracked financing stream for heat pump installation (that would also help cool homes in the summer).
- Expanding HELP eligibility to provide funding opportunities for flood mitigation retrofits to improve support for homes in neighbourhoods impacted by flooding with consideration of the existing Basement Flooding Protection Subsidy Program.
- Promoting climate resilience information through existing channels such as City's Better Homes TO and Toronto Hydro's energy coaching service.

Leading	Supporting
<ul style="list-style-type: none"> <li>Environment, Climate and Forestry</li> </ul>	<ul style="list-style-type: none"> <li>Accounting Services</li> <li>Toronto Water</li> <li>Multiple City Divisions</li> <li>City Agencies and Corporations as Requested</li> </ul>

### 3.2.2 Embedding climate change considerations in engagement and capacity building initiatives

The steps listed below will be initiated in 2026; some activities are already ongoing.

- Further integrate climate considerations into ongoing community-centred engagement and capacity building programs and strategies (e.g., Community Development Plan, Toronto Strong Neighbourhoods Strategy)
- Further integrate climate considerations into the City's future resilience hub initiatives.
- Integrate climate resilience messaging into ongoing resident emergency preparedness initiatives such as workshops, information sessions, and neighbourhood preparedness strategies.

Leading	Supporting
<ul style="list-style-type: none"> <li>Social Development</li> <li>Toronto Emergency Management</li> </ul>	<ul style="list-style-type: none"> <li>Environment, Climate and Forestry</li> </ul>

## 3.3 Increase public awareness and education

*Outcomes:* Residents are aware of climate risks, what the City is doing to manage them, and what they can do to be prepared for extreme weather.

### 3.3.1 Communicate about climate risks and solutions

The steps listed below will be initiated in 2026.

- Develop a communications strategy to support community climate resilience and inform the public about City services and other community service providers that can help residents prepare for, and be more resilient to, extreme weather.
- Identify communications gaps and materials, including specific audiences or communities.
- Develop new materials to fill communications gaps.

Leading	Supporting
<ul style="list-style-type: none"> <li>Communications</li> </ul>	<ul style="list-style-type: none"> <li>Multiple City Divisions</li> </ul>



## WORKPLAN FOCUS AREA 4: TWO-ROW WAMPUM: WORKING ALONGSIDE INDIGENOUS CLIMATE LEADERS

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### 4.1 Build Internal Capacity

*Outcomes:* The City strengthens its relationships with Indigenous communities (First Nation, Inuit, Métis, Afro-Indigenous, Two-Spirit+) through coordinated capacity-building and mutual learning for City staff inclusive of senior-level management. This work deepens City staff understanding of Indigenous climate leadership, fosters reciprocal knowledge exchange, and builds the foundation for sustained, respectful co-stewardship of lands and waters across the City. City staff can explain and activate these learnings and information in their own work as a readiness measure in current and future community collaborations.

#### 4.1.1 Expand Indigenous training and learning (work begins in year 1)

- Develop and implement mandatory Indigenous climate leadership training, expanded from the Indigenous Awareness Training tailored for all Environment, Climate and Forestry staff.
- Engage Indigenous communities in training development.
- Build staff understanding of Indigenous governance, climate leadership and stewardship within an urban context.
- Connect Indigenous knowledge with climate resilience approaches and Western climate change adaptation lenses.
- Ground the training in frameworks such as the Reconciliation Action Plan (RAP), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and related agreements guiding City work, as applicable.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li><li>• Indigenous Affairs Office</li></ul>	<ul style="list-style-type: none"><li>• People and Equity</li><li>• Multiple City Divisions</li></ul>

#### 4.1.2 Reciprocal knowledge exchange

The steps listed below will be initiated in 2026.

- Tailored by community needs, connect and co-develop where necessary, tools and sessions that build understanding of municipal structures.
- Support Indigenous communities in navigating City systems and decision-making processes.
- Strengthen two-way communication and accessibility to City programs and climate initiatives being flexible to other areas where the City can reciprocate.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• City Clerks</li><li>• Indigenous Affairs Office</li><li>• Multiple City Divisions</li></ul>

### 4.1.3 Coordinate community engagement across City Divisions

The steps listed below will be initiated in 2026.

- Through an interdivisional table co-hosted by Environment, Climate and Forestry and the Indigenous Affairs Office, pursue coordinated internal/interdivisional approaches and engagement on external discussions with First Nations, Treaty and Territorial Partners and urban Indigenous community regarding community lands and waters priorities inclusive of senior-level management, to enable leader-to-leader relationships.
- Explore interdivisional ways to hear and respond to these priorities in a holistic way, to reflect Indigenous worldviews, to ensure that input and priorities are shared, held and responded to by the appropriate City Divisions. Initial outputs could include internal policy mapping, an internal information sharing strategy, and scopes of work to guide next steps in following years.
- In collaboration with members of the Indigenous working table (a proposed Table under action 1.1.2), plan and initiate discussions that prioritize building relationships with Treaty and Territorial Partners, alongside representation from urban and Indigenous climate leaders to scope out approaches for enabling local Indigenous climate leadership.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li><li>• Indigenous Affairs Office</li></ul>	<ul style="list-style-type: none"><li>• Multiple City Divisions</li></ul>

## 4.2 Relationship Building

*Outcomes:* Sustained spaces for shared learning, guidance and collaborative action in climate resilience and stewardship, which help build relationships with Indigenous community with trust and reciprocity.

### 4.2.1 Visiting as Indigenous practice

This activity is ongoing.

- Continue community-led Listening and Visioning Sessions and hosting relational gatherings with members of Indigenous community.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• Indigenous Affairs Office</li><li>• Multiple City Divisions</li></ul>

## 4.3 Co-Creation of Climate Change Adaptation Planning

*Outcomes:* The City and Indigenous communities co-create climate change adaptation actions and culturally grounded evaluation frameworks that honour Indigenous governance, knowledge, and community leadership to build a shared, relational approach to climate resilience and co-stewardship of lands and waters.

### 4.3.1 Bridging Indigenous and Western climate change adaptation actions

These steps will be initiated in line with advice received from discussions with Members of local Indigenous communities.

- Co-create actions for the City Climate Change Adaptation Action Plan with members of Indigenous community. Identify and enable community-led actions that align with spirit of climate change adaptation and resilience, noting that these are Western concepts and language.
- Example actions, subject to discussions with community, may include culturally appropriate asset mapping, community-based monitoring and on-the-land opportunities for community members.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• Indigenous Affairs Office</li><li>• Multiple City Divisions</li></ul>

### 4.3.2 Develop and use culturally appropriate evaluation metrics

This activity will be initiated in 2026.

- Based on engagement and collaboration with Indigenous researchers and/or local Indigenous community, co-develop and publish culturally appropriate evaluation metrics for co-stewardship of lands and waters.

Leading	Supporting
<ul style="list-style-type: none"><li>• Environment, Climate and Forestry</li></ul>	<ul style="list-style-type: none"><li>• Indigenous Affairs Office</li></ul>