



Starting Where You Are At: Developing a Climate Change Strategy

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Overview

- Process
- Strategy
- Challenges
- Unexpected outcomes
- Final Product
- Success and what's Next

Organizational Strategic Plan

Drivers of Change

Change is inevitable and brings new challenges and opportunities. Below is a brief description of some of the drivers of change that are likely to continue to impact the programs and services ORCA delivers or affect how they are delivered.



Climate Change

Climate Change

The impacts of climate change include an increase in the magnitude and frequency of extreme weather events such as flooding and drought which can affect human health and safety. ORCA's work in floodplain mapping and management, and flood monitoring and forecasting must consider climate change impacts. ORCA can also play a role in helping residents adapt to climate change.



By 2036, the population of the watershed is predicted to grow by 25% and the population of seniors is predicted to double. Further, the number of visitors to the ORCA watershed is anticipated to increase even more significantly. ORCA must be prepared to meet the increasingly diverse demands and development pressures that will be associated with this population and visitor growth.



Technology-enabled Communications

The emergence of social media has altered how ideas are communicated and forever changed the way business is conducted. It is important for public agencies like conservation authorities to adopt new technology-based approaches to connect, communicate and share.



Increasing Importance of Education

An educated population is critical for sustaining an innovative and prosperous community. Education opportunities are critical to achieve an informed and engaged community. Learning about nature in nature creates an appreciation and understanding of the role the environment plays in our lives and the linkage between human and environmental health.

Call to Action

- 2012 → Sustainable Peterborough establishes climate change action plan
- 2017 → Otonabee Conservation's Strategic Plan recognizes climate change as an 'Organizational Driver'
- 2018 → Otonabee Conservation participates in climate changemakers project
- 2019 → City of Peterborough declares a Climate Emergency
- 2020 → Climate Change not yet institutionalized, call to action by a local climate change champion

Where to start?

- Climate Change Strategy sat on side of several desks for years
- Difficult to know where to start – huge project!
- Engaged students for fresh perspective to get started
- Review of CAs:
 - who had a climate change strategy on web?
 - gathered examples
- Developed action plan and briefing note
- Initiated staff input session

Staff Input

- Gathered input from staff via email and facilitated session
- Opportunity for group input, and department-specific expertise
- Created forms in Excel to organize information

Board Input

1. Staff report to board resulted in direction to develop Climate Change Strategy
2. Gathered input from board during workshop
3. Developed several drafts
4. Final approval

Board Input

MITIGATION

Climate change mitigation involves efforts to lower or prevent the release of greenhouse gas (GHG) emissions into the atmosphere, including actions that reduce sources of these emissions, and measures that enhance the storage or sequestration of GHG emissions.

notes:

MITIGATION

- Sustainable Transportation (Fleet)
- Green Building Technologies & Retrofits (LEED)
- Energy Conservation
- Renewable Energy
- Reforestation
- Carbon Sequestration (Wetlands)
- Low Impact Development



ADAPTATION

- Climate Change Strategies
- Land Use Planning & Regulations
- Watershed Plans
- Education & Outreach
- Flood Management Programs
- Ecosystem Enhancements
- Water Quality & Quantity
- Municipal Plan Review / Input
- Local Climate Change Monitoring & Modeling
- Information Management
- Green Infrastructure | Stormwater Management
- Low Water
- Carbon & Water Trading
- Offsets

ADAPTATION

Climate change adaptation is about doing things differently. Climate change adaptation involves modifying practices and behaviours to reduce vulnerabilities and risks associated with a changing climate.

notes:

ACTIONS & OPPORTUNITIES

notes:

Goals

GOAL
1

Educate

Increasing the watershed community's understanding of how climate change impacts the watershed's natural environment

GOAL
2

Adapt

Actions taken in response to actual or projected climate change impacts, which reduce the effects of climate change on built, natural, and social systems.

GOAL
3

Mitigate

Efforts to lower or prevent the release of greenhouse gas emissions into the atmosphere, including reducing sources of emissions and implementing measures that enhance the storage or sequestration of Carbon.

GOAL
4

Implement

The process of putting a plan into action including a process to measure the progress of implementation, and the effectiveness of the actions to ensure the strategy is successful.



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Structure



Example

Goal |



Mitigate

Efforts to lower or prevent the release of greenhouse gas emissions into the atmosphere, including reducing sources of emissions and implementing measures that enhance the storage or sequestration of Carbon.

Objective |



Include climate change considerations in policy and program development and implementation; enhance local capacity to withstand the impacts of flooding from increasingly frequent and intense storm events.



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Example

Action |

Undertake audits of facilities/operations and implement recommendations with new builds or when retrofitting existing infrastructure
(i.e. energy audits, waste audits, ISO 14001, installation of energy efficient lighting, cooling, heating systems, windows, plumbing, etc.)

Target |

1. Complete energy and waste audits for operations and facilities, prioritize recommendations for implementation
2. Adopt energy efficient design principles for any building renovation or replacement (i.e. LEED Certification)



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Example

Performance Measure |

1. Audits completed and priority recommendations implemented
2. Adopt efficient design principles for building renovation or replacement

Timing |

Now / Short-Term / Long-Term

Staff Lead |

Manager, Conservation Lands

Manager, Corporate Services

Go from this...

1. Add Climate Change page to ORCA Website and maintain regularly

A	B	C	D	E	F	G
Goal	Objectives	Actions	Target	Performance Measures	Timing Now-2021 Short-Term-2022 Long-Term-2024	Lead Staff Responsible
Otonabee Conservation Climate Change Strategy Implementation Plan						
Educate	Increase the broader watershed community's understanding of the leadership role the Authority plays on the climate change agenda	Adopt a climate change lens when promoting programs and services of Otonabee Conservation	1. Add Climate Change page to ORCA Website and maintain regularly 2. Include Climate Change related info on Social Media Platforms 3. Model Climate Change actions and behaviours	1. Climate Change web page added content updated quarterly 2. Minimum of 4 social media posts annually related to Climate Change and involvement in CC related projects and activities 3. Model and promote actions and behaviours that demonstrate best practices in mitigation and adaptation to climate change impacts (e.g. installation of demonstration site elements at Admin Office and parks including selection of specific vegetation species that can now survive in this area as a result of a changing climate, solar powered infrastructure, innovative storm water management, water conservation, composting, local purchasing, etc.)	Now	1. Karen 2. Karen 3. All staff to assist with identification of 4-6 action and behaviours. Individual staff member will be assigned to each action, and work with Karen to promote/communicate
		Include climate change related responsibilities in work plans and job descriptions	1. Review job descriptions and amend to include Climate Change related responsibilities 2. Include CC related activities in workplans	1. Job descriptions updated 2. Workplans include CC related activities	Short-Term	1. Denyse to solicit models/examples of climate change related responsibilities in job descriptions from other Cas 2. Managers to incorporate CC related activities into
		Collaborate with others to advance climate change actions across all sectors of society	1. Otonabee Conservation is an active participant on Peterborough Public Health Climate Change and Health Advisory Group 2. Otonabee Conservation is an active participant on City of Peterborough Watershed Planning Study 3. Facilitate discussions with municipalities and others to share best practices and success stories related to implementing climate change strategies and measures to mitigate impacts. 4. Otonabee Conservation is an active participant in the City of Peterborough Stormwater Management Plan 5. Otonabee Conservation is an active participant in the implementation of the City of Peterborough Community Climate Change Resiliency Strategy 6. Otonabee Conservation supports climate change initiatives	1. Participate in related meetings and activities and provide input as required to 5 CC related initiatives	Now	1. Managers to confirm list of CC related opportunities and partnerships 2. Ensure that staff participation is included in annual workplan and performance objectives
	Undertake climate change vulnerability assessments	1. Investigate options for undertaking climate change vulnerability assessments	1. Identify preferred approach for climate change vulnerability assessment		Short-Term	1. Paul to investigate and report on options for

Climate Change Strategy



Climate change refers to changes in long-term weather patterns and natural variability due to human activity. Climate change can impact natural and human systems globally and locally.

Otonabee Conservation's programs support the adaptation and mitigation of climate change impacts in the Otonabee Region Watershed. This Climate Change Strategy articulates Otonabee Conservation's specific actions related to climate change.

Introductory Message

Climate change is one of our most pressing issues. Its impacts are being felt globally due to forest fires, flooding, drought, disease, famine, and extreme weather, which have created environmental, social, economic, and public health challenges.

Locally, vulnerable populations such as seniors and those experiencing homelessness are at greater risk because of extreme temperatures, and food insecurity is becoming more prevalent as prices increase due to crop damage and the need for irrigation.

New threats such as Lyme disease are becoming more common locally and many people are looking for ways to reduce their impact to ensure a better future for generations to come.

Otonabee Conservation recognizes the importance of responding to climate change. This Climate Change Strategy is a step towards minimizing our carbon footprint and identifying tangible actions that will translate to positive results in mitigating our impact.

This Climate Change Strategy identifies the actions we will undertake, how we will track our results, and the ways we will support the community. These first steps demonstrate Otonabee Conservation's commitment to take action related to climate change, and contribute to a resilient watershed community.

WHAT IS CLIMATE CHANGE?

Climate is the long-term weather pattern and typical weather conditions in a specific region over years and decades. Weather is the short-term atmospheric conditions experienced in a specific area over days and weeks.

Climate change is the global and regional change to long-term weather patterns, resulting from human activities that alter the atmosphere through an increase in greenhouse gases, which trap heat and reflect it back to the earth's surface causing warming.

The impacts of climate changes are the effects of changes in climate to natural and human systems. This can include flooding, drought, and alterations to normal seasonal temperatures and conditions.



Global Context

The United Nations indicates that climate change is affecting every country in the world. These impacts include natural disasters and increasing numbers of wildfires, hurricanes, droughts, and flooding. This also includes economic impacts, changes in species distribution, and disease. Rising sea levels and extreme weather events threaten public safety and higher temperatures impact public health.

The United Nations has identified 17 Sustainable Development Goals (SDG), which are the blueprint to achieve a more sustainable future while addressing a variety of global challenges.

SDG 13 - Climate Action, was adopted as the overarching framework for this strategy, which recognizes the need to take urgent action in combating climate change and its impacts. The four goals in this climate change strategy (educate, mitigate, adapt, implement) were selected to organize Otonabee Conservation's climate actions.

It is critical to reduce the increase in average global temperatures to less than 3 degrees Celsius, as increases beyond this threshold will adversely affect every ecosystem.

Efforts to limit the global increase in temperature and reduce carbon emissions are underway, but many countries are not meeting their reduction targets.



Local Context

A Climate Emergency was declared by the City of Peterborough in 2019, confirming that climate action is a local priority.

Efforts are underway locally to reduce carbon emissions by increasing energy efficiency, water conservation, active transportation, and carbon sequestration through tree planting. Changes to building practices and constructions materials, adoption of new technology for lighting, heating and cooling, and anti-idling signage are other tools used to reduce carbon emissions, locally.

Otonabee Conservation is committed to supporting local climate change mitigation and adaptation



Water

Increased number of days with over 10 mm of precipitation

Increased frequency and magnitude of storms causing flooding, erosion, damage to trees, buildings and infrastructure like power lines, culverts, and roads

Increased water temperature reducing habitat for species that require cold water, such as trout

Lower water levels causing loss of wetlands, impacting many species

Increased periods of drought causing damage to crops and resulting in higher food prices and people's wells to run dry

Increased intensity, duration and frequency of precipitation

Warmer and wetter conditions in spring and winter, but drier summers



Flora

Species surviving in areas outside their normal range such as fruit trees (peaches) and Carolinian species such as Kentucky coffee-tree that were previously unable to grow in the Peterborough area

Earlier flowering of plants such as: trembling aspen, white trillium, hepatica

Changes in average temperatures creating conditions for invasive species to thrive: purple loosestrife, phragmites, dog strangling vine, garlic mustard, round goby, Eurasian milfoil; less resources to support native species

Increased CO2 levels creating ideal conditions for nuisance species like poison ivy and ragweed to increase in size and abundance causing more allergic reactions

Heat stress in animals that can cause lowered immune system resistance and increased disease

Extinction or extirpation of species (still found elsewhere but no longer found here)

efforts through involvement with several organizations and initiatives including Sustainable Peterborough and the Peterborough Green Economy Hub.

Otonabee Conservation has also been engaged in climate change related projects and actions in partnership with Peterborough Public Health, and member municipalities including the City of Peterborough.

Climate change impacts everyone, and collaboration is essential to identify actions for long term solutions. The Otonabee Region watershed is unique, and our approach to climate change adaptation and mitigation reflects this local context ensuring maximum efforts to mitigate and adapt to meet local needs.



Fauna

Northward expansion of southern species such as: giant swallowtail, northern cardinal, red-bellied woodpecker, southern flying squirrel, Virginia opossum

Decline in some species such as moose; expansion of some species northward, such as white-tailed deer

Loss of bird diversity that may result in impacts on: common loon, white-throated sparrow, yellow-bellied sapsucker, eastern towhee, wood thrush, etc.

Northward spread of ticks that carry Lyme disease

Heat stress in animals that can cause lowered immune system resistance and increased disease

Dry conditions resulting in forest fires, and restrictions on campfires



Human

More days with extreme temperatures and prolonged periods of high temperatures in the summer resulting in increased electricity use for air conditioning and causing health risks for vulnerable people and communities, including seniors

Warmer, wetter winters, with less opportunity for winter activities like skating and skiing

Later freeze-up and earlier ice-out making the season shorter for snowmobiling and ice fishing

Increased number of freeze-thaw days causing unsafe ice conditions

Increased length of growing season; higher pollen levels and longer pollen season affecting allergies

OTONABEE CONSERVATION CLIMATE CHANGE STRATEGY

GOAL
1

Educate

Increasing the watershed community's understanding of how climate change impacts the watershed's natural environment

OBJECTIVE

Increase the broader watershed community's understanding of the Authority's role with the climate change agenda, and the impacts to the watershed's natural environment due to climate change.

ACTIONS

- Adopt a climate change lens when promoting programs & services
- Include climate change related responsibilities in work plans and job descriptions
- Collaborate with others to advance climate change actions across all sectors of society
- Undertake climate change vulnerability assessments
- Utilize monitoring data to create information about climate change impacts on the watershed
- Incorporate climate change messaging into Otonabee Conservation's education programs

GOAL
2

Adapt

Actions taken in response to actual or projected climate change impacts, which reduce the effects of climate change on built, natural, and social systems.

OBJECTIVE

Reduce carbon emissions from Authority operations and increase carbon sequestration.

ACTIONS

- Continue to advocate for the development of floodplain mapping guidelines that include climate change considerations
- Undertake a review of all policies, strategies, and program and service descriptions to integrate and include climate adaptation
- Promote the implementation of Low Impact Development (LID) and other techniques to reduce the impacts of impervious surface areas and improve the capture of rainfall
- Support local municipalities in the incorporation of climate change considerations in official plans and other land use planning policies and documents
- Work with local municipalities to update design criteria for stormwater management facilities and infrastructure (bridges and culverts) to accommodate conveyance of runoff from storms

GOAL
3

Mitigate

Efforts to lower or prevent the release of greenhouse gas emissions into the atmosphere, including reducing sources of emissions and implementing measures that enhance the storage or sequestration of Carbon.

OBJECTIVE

Include climate change considerations in policy and program development and implementation; enhance local capacity to withstand the impacts of flooding from increasingly frequent and intense storm events.

ACTIONS

- Reduce carbon emissions and fuel usage by keeping the Otonabee Conservation fleet in good running condition with regular maintenance and service
- Consider electric or hybrid options when replacing vehicles
- Increase use of alternatives to travel (i.e. conference calls, carpooling, telecommuting)
- Undertake audits of facilities/operations and implement recommendations with new builds or when retrofitting existing infrastructure (i.e. energy audits, waste audits, ISO 14001, installation of energy efficient lighting, cooling, heating systems, windows, plumbing, etc.)
- Review conservation area land management and operations through a climate change lens to implement best practices
- Undertake and facilitate tree planting projects

GOAL
4

Implement

The process of putting a plan into action including a process to measure the progress of implementation, and the effectiveness of the actions to ensure the strategy is successful.

OBJECTIVE

Implement Climate Change Strategy and track progress.

ACTIONS

- Establish, assess, and update our carbon impact
- Measure and report our progress annually
- Review Climate Change Strategy annually to ensure it remains current and relevant

MEASURING OUR PROGRESS

Otonabee Conservation will track our actions taken to implement and achieve the goals identified in the Climate Change Strategy. We will report our progress on an annual basis, using a report card format.

A regular reporting schedule will provide opportunities to regularly review our goals and actions, as priorities may change over time. The Climate Change Strategy offers an opportunity to review and reflect on our progress, which is an essential component of reporting our progress.

Measuring our progress and reporting on our actions ensures accountability, and will provide opportunities for collaboration, discussion, and a greater awareness of local efforts being made to mitigate and adapt to changes in the Otonabee Region Watershed.

TARGETS

Education

Add climate change page to Otonabee Conservation Website and maintain regularly

Include climate change related info on Social Media Platforms

Model climate change actions and behaviours

Review job descriptions and amend to include climate change related responsibilities

Include climate change related activities in workplans

Be an active participant on local climate change initiatives, such as:

- Peterborough Public Health Climate Change and Health Advisory Group
- City of Peterborough Watershed Planning Study
- City of Peterborough Stormwater Management Plan
- City of Peterborough Community Climate Change Resiliency Strategy
- Green Economy Peterborough

Facilitate discussions with municipalities and others to share best practices and success stories related to implementing climate change strategies and measures to mitigate impacts

Support climate change initiatives and processes undertaken by partner municipalities

Investigate options for undertaking climate change vulnerability assessments

Continue with data collection programs
Enhance ability to manage and share data

Identify linkages between monitoring data and climate change impacts

Incorporate climate change messaging into Envirothon, Yellow Fish Road, Spring Water Awareness Program, Discovery Days, Peterborough Children's Water Festival Activity and other experiential education programs

Develop public information products related to climate change impacts (i.e. videos about flood preparedness)

Adaptation

Initiate policy review process to identify opportunities to integrate climate change adaptation (e.g. climate friendly procurement policy, checklist, etc.)

Initiate program/services review to identify and integrate climate change adaption

Review Official Plan Updates, Land Use Planning policies and documents, and include climate change considerations in comments

Quantify future impacts of climate change on floodplain mapping

Investigate partnership opportunities with municipalities and other partners to implement projects designed to reduce volume of water entering watercourses and Source Water Management (SWM) facilities during rainfall events to prevent flooding

Investigate partnership opportunities with municipalities to require pre/post development water balance and site level SWM

Collaborate with municipalities to develop design criteria to capture and control specific water volume and implement through LID

Participate in development of appropriate design criteria for culverts, bridges, stormwater management ponds and other infrastructure to reflect climate change impacts from runoff and extreme weather events

Collaborate with municipalities to establish new Intensity-Duration-Frequency (IDF) curves that reflect future climate change impacts

Mitigation

Schedule regular vehicle maintenance
Complete repairs as required

Establish policy that vehicles can not idle for more than 1 minute (as per City of Peterborough of Idling By-Law)

Include criteria for low fuel consumption/electric/hybrid vehicles in procurement process for new vehicles

Install electric vehicle charging stations at Administrative Office and Campgrounds

Upgrade technology to facilitate remote work and promote paperless/digital processes

Update policies to facilitate remote work/meetings

Incorporate climate change considerations into Conservation Land Management and Operating Plans

Complete energy and waste audits for operations and facilities and prioritize recommendations for implementation

Adopt energy efficient design principles for any building renovation or replacement (i.e. LEED Certification)

Ensure Conservation Area lands are actively managed to maintain a healthy forest

Implement tree planting activities

Implementation

Report Annually

Calculate impacts of actions to quantify reduction

Complete annual review and update of Climate Change Strategy and actions

Include climate change in updated Strategic Plan

Develop targets and milestones to facilitate implementation

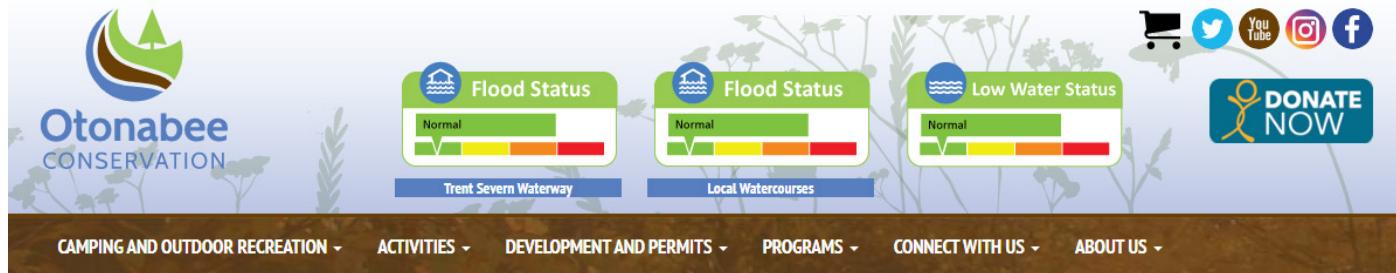
Calculate organizational carbon footprint



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Accessibility & Design



GOAL 1 | EDUCATE

Increasing the watershed community's understanding of how climate change impacts the watershed's natural environment.

OBJECTIVE Increase the broader watershed community's understanding of the Authority's role with the climate change agenda, and the impacts to the watershed's natural environment due to climate change.

ACTIONS

- Adopt a climate change lens when promoting programs & services
- Include climate change related responsibilities in work plans and job descriptions
- Collaborate with others to advance climate change actions across all sectors of society
- Undertake climate change vulnerability assessments
- Utilize monitoring data to create information about climate change impacts on the watershed
- Incorporate climate change messaging into Otonabee Conservation's education programs

TARGETS

Add climate change page to Otonabee Conservation Website and maintain regularly

Include climate change related info on Social Media Platforms

Implementation



2021 CLIMATE CHANGE REPORT CARD

MEASURING OUR PROGRESS

EDUCATION

- Add and maintain a climate change page to our website
- Make climate change a theme for social media posts
- Model climate change actions and behaviours
- Review and amend job descriptions to include responsibilities related to climate change
- Include climate change activities in workplans
- Be an active participant on local climate change initiatives
- Facilitate discussions with Municipalities to share best practices, strategies, and measures
- Support climate change initiatives undertaken by partner municipalities
- Investigate options for undertaking climate change vulnerability assessments
- Continue with data collection programs and enhance ability to manage and share data
- Identify linkages between monitoring data and climate change impacts
- Incorporate climate change messaging into all education programs and events
- Develop public information products related to climate change impacts.

ADAPTATION

- Initiate a policy review process to identify opportunities to integrate climate change adaptation
- Initiate program/service review to identify and integrate climate change adaptation
- Review the Official Plan updates, Land Use Planning policies and documents and to include climate change considerations in our comments
- Quantify the future impacts of climate change on floodplain mapping
- Investigate partnership opportunities with municipalities and other partners to implement projects designed to reduce volume of water entering watercourses, and stormwater management facilities to prevent flooding
- Investigate partnership opportunities with municipalities to require pre/post development water balance and site level stormwater management.
- Collaborate with municipalities to develop design criteria to control and capture specific water volume and implement through Low Impact Development
- Participate in development of appropriate design criteria for culverts, bridges, stormwater management, ponds and other infrastructure to reflect climate change impacts from runoff and extreme weather events
- Collaborate with municipalities to establish new IDF curves that reflect future climate change impacts

Over >>>

Completed In Progress Not Started



Climate Change Strategy available online at otonabeeconservation.com



Green Team formed to advise on ORCA's climate initiatives and sustainable actions in the workplace



Climate Change targets included in 2022 staff performance objectives



A member of:

- Peterborough Public Health Climate Change & Health Advisory Group
- Green Economy Hub Peterborough



Climate Change information added to education programs & presentations including:

- Envirothon
- Yellow Fish Road
- Spring Water Awareness Program
- Peterborough Children's Water Festival

Completed In Progress Not Started

MITIGATION

- Schedule regular vehicle maintenance and complete repairs as required
- Establish policy that vehicles cannot idle for more than 1 minute.
- Include criteria for low fuel consumption, electric/hybrid vehicles in procurement process for new vehicles
- Install electric vehicle charging stations at Administrative Office and Campgrounds
- Upgrade technology to facilitate remote work and promote paperless / digital processes
- Update policies to facilitate remote work and meetings
- Incorporate climate change considerations into Conservation Land Management and Operating Plans
- Complete energy and waste audits for operations and facilities and prioritize recommendations for implementation
- Adopt energy efficient design principles for any building renovation or replacement
- Ensure Conservation Lands are actively managed to maintain a healthy forest
- Implement tree planting activities



8 fleet vehicles inspected as required based on mileage and maintained for optimal performance and efficiency



Laptop computers, VOIP, VPN issued for all staff to facilitate remote work options



Adoption of paperless practices including online forms for:

- Hunting Permits
- Property Inquiries
- Clean Water Act Notice Applications



Work From Home Policy and Agreements adopted and approved



Greenhouse Gas Inventory completed including waste and energy use audits for Otonabee Conservation properties



1980 trees planted on 6 properties
Over 11,000 trees sold through the Tree Seedling Sales Program

IMPLEMENTATION

- Complete annual review and update of Climate Change Strategy and Actions
- Develop targets and milestones to facilitate implementation
- Report Annually
- Calculate organizational carbon footprint
- Calculate impacts of actions to quantify reduction
- Include Climate Change in updated Strategic Plan



New Climate Change Strategy published in 2021



First Climate Change Report Card published Spring 2022



Conversion to LED lighting commenced during office renovations in 2021

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Over >>>

Green Economy Peterborough

- Joined Green Economy Hub
- Updated education program materials
- Low hanging fruit for year 1:
 - Climate Change Strategy available online
 - Updated purchasing policy
 - Formed the Green Team



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A wide-angle photograph of a calm lake. The water is dark blue and reflects the surrounding environment. On the far shore, there is a dense forest of trees with autumn-colored leaves (yellow, orange, and red). The sky above is a clear, pale blue with a few wispy, white clouds.

Next steps

- Add to workplans
- Include in annual budget
- Included category 1,2,3.....

Takeaways

- Just start; simple is better
- Doesn't need to be complicated
- Don't forget to involve the Comms staff early in the process
- Iterative process; it won't be perfect the first time
- Involve everyone
- Did this remotely
- Visuals / Photos
- Now in budget
- Included in organizational performance objectives
- green team established

Climate Change Strategy & Report Card



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