



Climate **READY**

**A CLIMATE CHANGE ADAPTATION
PLAN FOR THE TOWN OF ESSEX
2021 - 2026**

essex

Annual Report 2024

VISION

***THE TOWN OF ESSEX WILL ADAPT TO CHANGING CLIMATE
CONDITIONS AND EMBRACE NEW OPPORTUNITIES FOR
A HEALTHY, VIBRANT, AND SUSTAINABLE COMMUNITY
BENEFITING RESIDENTS, BUSINESSES, AND VISITORS.***

INTRODUCTION

The evolving climate crisis is at our doorstep. This global warming phenomenon greatly exacerbated by industrial pollution in the form of greenhouse gas production is causing unprecedented seasonal changes in weather patterns, more frequent storm events, extreme heat and cold waves and increasing concerns about a reduced quality of life in our municipality. The projections for these changes worsen as we advance into this century. As a result, municipalities like ours are on the frontlines of responding to extreme climate events, which calls for a comprehensive and unique adaptation strategy.

Working in line with Goal 13 of the *United Nations'* Sustainable Development Goals, and utilizing

the *International Council for Local Environmental Initiatives'* Building Adaptive and Resilient Communities (ICLEI-BARC) framework, the Town of Essex developed *Climate Ready - A Climate Change Adaptation Plan*, adopted by Essex Council in February 2021, to guide its adaptation efforts in building corporate-level and community-level climate resilience. This plan forms the framework for civic and community actions to help address and adapt to the impacts of climate change. It is flexible in its application to recognize that the impacts of climate change are changing over time and the ultimate extent of change is uncertain.

This annual report highlights the progress made by all departments from March 2024 to March 2025.



Town of Essex Legacy Tree Planting Project

TIMELINE

The timeline for the implementation of this document has been set for 2021-2026. The status of each action item identified in this plan will fall into one of the following categories:

- **COMPLETED** The action item has been achieved as identified in the plan.
- **ON-GOING/IN PROGRESS** The action is an ongoing activity or is currently in-progress and working toward completion.

COST

The cost of implementing action items in this document have been estimated in the ranges stated below. These costs are based on supplementary additions to the annual operating or capital budgets, as well as to seek external funding opportunities.

\$	\$0 - \$25K
\$\$	\$25K - \$50K
\$\$\$	>\$50K
----	Cost is incorporated within operating/capital budget

COMMUNITY ENGAGEMENT AND PARTNERSHIP OBJECTIVES

Each action item in this category of objectives is intended for the Town to accomplish by working with stakeholders and community partners; to support, encourage, and promote community resilience. Engagement and advocacy

are important components in the pursuit of community resilience-building, and all the objectives and corresponding action items can be best implemented through the support of the community.

1 Support the Enhancement of the Health, Safety, and Quality of Life of the Town of Essex Community

2 Encourage the Preservation of the Natural Environment and Support the Adoption of Nature-Based Solutions

3 Minimize Risk to Private Buildings and Property

4 Support Opportunities for Investment into Adaptation-Based Innovation for Local Business

5 Help Advocate for Community Emergency Preparedness

6 Promote Community Engagement and Participation in Climate Change Awareness and Adaptation Opportunities

Community Engagement and Partnership Objectives

<div>1</div> <div>SUPPORT THE ENHANCEMENT OF THE HEALTH, SAFETY, AND QUALITY OF LIFE OF THE TOWN OF ESSEX COMMUNITY</div> <div>In the face of a changing climate, the Town of Essex is committed to supporting the enhancement of the health, safety, and wellness of the whole community.</div>						
#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
1.1	Integrate climate change messaging into Town's Communication Strategy <ul style="list-style-type: none">Participate in the climate change communication project developed by WECHU	\$	<div></div>	CAO's Office	<div></div>	No meetings have been initiated by the Windsor-Essex County Health Unit at this time
	<ul style="list-style-type: none">Enhance Town website to provide resources and best practices for residents and business owners	\$	<div></div>	CAO's Office	<div></div>	Continue to work with Departments and Manager of Strategic Communications to develop web content for new initiatives (i.e. Subsidy program).
	<ul style="list-style-type: none">Include climate change information when providing advisories on Town communications platforms	---	<div></div>	CAO's Office	<div></div>	<ul style="list-style-type: none">Developed Heat Warning messaging and protocols.Extreme weather alert notifications shared through the Town's communication platforms.
	<ul style="list-style-type: none">Develop targeted communication campaigns for various <i>Climate Ready</i> related action items (e.g. tree plantings, vulnerable population emergency preparedness)	\$	<div></div>	CAO's Office	<div></div>	Promoted Legacy Tree Project and provided emergency preparedness updates and ongoing promotions.
1.2	Develop a checklist for event organizers and vendors providing flexible and climate adaptive options (e.g. shade tents, water trucks, misters, location and time slot suggestions)	---	<div></div>	Community Services	<div></div>	The event checklist is up-to-date and included in the event organizer and vendor special events manual.
1.3	Develop natural and constructed shade, and water filling stations on public property (e.g. parks, CWATS, community centres, splash pads) and encourage the same on private property*	\$	<div></div>	Community Services	<div></div>	Included as part of the Community Services Master Plan. These items will be included in future budgets. Added shade structure at McGregor Community Centre Park and Townsview Park.

* Based on project-based needs

 Policy  Process  Communication  Physical  Completed  Ongoing/In-Progress



2

ENCOURAGE THE PRESERVATION OF THE NATURAL ENVIRONMENT AND SUPPORT THE ADOPTION OF NATURE-BASED SOLUTIONS

By acknowledging the intrinsic value of ecosystems and their contributions to the quality of life in Essex, the Town will help preserve the natural environment and support the adoption of nature-based solutions, with the help of stakeholder groups (e.g. land-managers, Essex Region Conservation Authority), businesses, and residents.

#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
2.1	Identify opportunities and sites to create, and protect natural assets within the Town, with regional partners.					
	<ul style="list-style-type: none">Promote conservation land tax incentives to encourage long-term private stewardship of natural areas	---	<div></div>	Corporate Services	<div></div>	No changes to tax policies at County level at this time
	<ul style="list-style-type: none">Acquire and incorporate Heat Island GIS data into Town planning to assess total green spaces, tree canopy, and heat islands in the municipality.	\$	<div></div>	Development Services	<div></div>	In consideration of the impacts of increased pavement in urban centres and the urban heat island effect, Administration has implemented amendments to the Zoning By-law to require a minimum landscaped area in residential zoning districts.
	<ul style="list-style-type: none">Label and recognize heritage trees on Town property	\$	<div></div>	Community Services	<div></div>	Included as part of the Community Services Master Plan.
2.2	Explore and engage in regional partnerships to improve various regional environmental quality issues.					
	<ul style="list-style-type: none">Development and implementation of controlling the spread of non-native invasive species	---	<div></div>	All	<div></div>	<ul style="list-style-type: none">Community Services monitors and removes Fragmites on park properties, where possible.
	<ul style="list-style-type: none">Participate in regional efforts to develop a Tree-cutting By-Law/ Tree Policy	---	<div></div>	All	<div></div>	<ul style="list-style-type: none">The Town implemented a tree management by-law, and Council will receive a report on the results of the tree inventory and assessment which recommends altering the tree species we permit on public property.
	<ul style="list-style-type: none">Participate in the Improvement of Lake Erie water quality issues	---	<div></div>	All	<div></div>	<ul style="list-style-type: none">Participating in Health Unit water quality program with increased testing by Town staff.





3

MINIMIZE RISK TO PRIVATE BUILDINGS AND PROPERTY

The changing climate will affect the ways in which buildings and landscapes are designed, constructed, managed, and maintained. The Town of Essex is dedicated to minimizing risks from climate change to private buildings and properties in order to protect public health and safety, reduce property loss, and minimize economic damage.

#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
3.1	Establish Low Impact Development Practices and higher building standards for private property by updating By-Laws, Development Standards Manual , and Zoning regulations (e.g. improving hardscape permeability with permeable pavers)	---	<div></div>	Development Services		Implemented a Development Standards Manual in 2022 that incorporates policies and mandates for low impact development and for the use of green (rather than grey or in combination with grey) options for stormwater management. Also implemented amendments to the Zoning By-law to require a minimum landscaped area in residential zoning districts to lessen the impacts of increased pavement in urban centres.
3.2	Join in regional collaboration with County of Essex, municipalities, and the City of Windsor on Green Infrastructure Policy development and guidelines (e.g. green roof and white roof policy)	---	<div></div>	All		Administration participated in the development of the County's new Official Plan, where a main objective was to enhance the County's policies regarding climate impact mitigation and adaptation, as well as in the ongoing review of the Regional Stormwater Management Guidelines. Supported ERCA in the implementation of Flood hazard identification and mapping for the region, which supports long-range planning decisions for the shoreline.
3.3	Advocate to County leadership for incentive programs directed towards climate mitigation and adaptation	---	<div></div>	All		Administration continues to participate in the development of the County's new Official Plan, where a main objective is to enhance the County's policies regarding climate impact mitigation and adaptation.








 Policy  Process  Communication  Physical  Completed  Ongoing/In-Progress



4

SUPPORT OPPORTUNITIES FOR INVESTMENT INTO ADAPTATION-BASED INNOVATION FOR LOCAL BUSINESS

The Town of Essex will help local business and industry (agriculture, tourism etc.) in ensuring their continuity of operations and improving their ability to reduce and manage climate-risk.

#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
4.1	Help the community gain access to regional, provincial, and federal funding sources to assist with climate resilience in agriculture and business sectors	---	<div></div>	Development Services		Administration has obtained government funding strategy software which will assist with connecting to climate related funding sources.
4.2	Participate in regional partnership and investment opportunities for green jobs	---	<div><div></div><div></div></div>	All		Continue to network with Windsor-Essex Invest for potential opportunities
4.3	Promote local businesses and business owners that have adopted climate-friendly business practices	\$	<div><div></div><div></div></div>	CAO's Office		No action at this time.
4.4	Augment agri-tourism strategies to promote and support on-farm diversified uses	---	<div></div>	Development Services	 	Implemented an Agritourism Toolkit in 2022 for the promotion and support of on-farm diversified uses. Completed an Agritourism Ambassador Program in 2023 that put our organization's agritourism messages in the hands of ambassadors with specific goals in mind, such as increasing tourism, cultivating a reputation, and building brand recognition. In the process of updating the Zoning By-law to provide expanded opportunities for on-farm diversified uses and agricultural-related uses, which is forecasted to be completed in 2025.
4.5	Participate in the implementation of a regional best practice network/climate incubator program for businesses to explore climate-friendly innovation ideas	---	<div><div></div><div></div></div>	Development Services	 	Continue to explore available climate incubator programs.

 Policy  Process  Communication  Physical  Completed  Ongoing/In-Progress



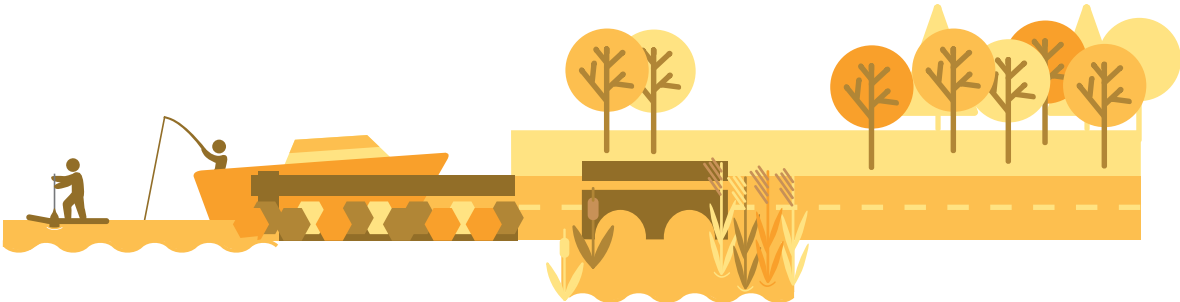
5 HELP ADVOCATE FOR COMMUNITY EMERGENCY PREPAREDNESS

The Town of Essex will take measures to ensure that the emergency resilience needs of the community are met by strengthening partnerships with local and regional stakeholders, businesses, and residents, and supporting social and volunteer groups in building more resilient social infrastructure.

#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
5.1	Identify opportunities to improve resiliency for vulnerable populations to extreme weather events (e.g. County of Essex’s Interdev program applicability)	\$	<div></div>	Community Services		Added generator at the Essex Centre Sports Complex, allowing the Shaheen community room to be used as a emergency shelter when needed. In 2025, a generator system will be installed at the Harrow Arena, allowing it to be utilized as an emergency shelter as well.
5.2	Promote volunteer programs for assistance of vulnerable populations (e.g. snow angel program)	---	<div></div>	Community Services		Continue to cross promote other organizations that have these programs available
5.3	Promote emergency preparedness and self-reliance in the Town of Essex community*	\$	<div></div>	Community Services,		Communications and Essex Fire work together to promote ongoing emergency preparedness messaging. Content included on the Town’s website to promote emergency preparedness.
5.4	Incorporate climate change service provision information into ongoing cultural programming activities like Seniors’ Day, Fire Prevention Week, and Emergency Preparedness Week	---	<div></div>	CAO’S Office		Messaging related to climate change isincluded in emergency preparedness initiatives.

*Project-based

Policy Process Communication Physical Completed Ongoing/In-Progress



6

PROMOTE COMMUNITY ENGAGEMENT AND PARTICIPATION
IN CLIMATE CHANGE AWARENESS
AND ADAPTATION OPPORTUNITIES

To ensure that the Town of Essex is able to withstand and recover from the impacts of climate change it will be important to encourage the involvement of residents, businesses, and stakeholder groups in climate impact education and engagement opportunities and help build a culture of sustainability.

#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
6.1	Promote tree planting opportunities within the community: <ul style="list-style-type: none">Plant 250 trees by 2026, and consider developing a residential tree planting engagement campaignInvestigate options to develop a tree distribution/ purchase program for residents	\$ \$	<div><div></div><div></div></div>	Community Services Community Services	<div><div></div><div></div></div>	<ul style="list-style-type: none">Council has been actively dedicating funds towards tree planting through their discretionary funds as well as savings from their Council Contingency Budget. Over 250 trees planted on South Talbot as part of the highway 3 project.Exploring the development of a tree nursery at the Harrow Soccer Complex.Development of a tree planting program that allows residents to apply for tree planting in their right of way. Program is funded by development contributions.Increased the requirements for the number of trees to be planted in new subdivision developments.
6.2	Explore options to utilize surplus public land as community green spaces (e.g. raingardens, edible landscapes, community gardens) and encourage the same on private and institutional lands	\$-\$\$\$	<div><div></div></div>	Development Services	<div><div></div><div></div></div>	Investigating ways to utilize extra space for naturalized areas and dedicated tree nurseries for future use. Council and Administration created a policy allowing landscaping on public right of ways under certain criteria. Under this criteria, the Town allows planting of flowers, native plants, bushes or shrubs to be planted to promote pollination in the region, so long as they do not pose a hazard or grow taller than 3 feet.
6.3	Conduct outreach and education campaigns with partners to encourage climate change awareness and sustainable practices (e.g. site level flooding mitigation, invasives, fertilizer use, energy use, biodiversity enhancement) for residents, business owners and housing landlords	\$\$\$	<div><div></div></div>	Office of the CAO	<div><div></div></div>	Partnered with ERCA, WECHU, and the County on various communication and education campaigns related to invasive species, flooding mitigation, and energy conservation.
6.4	Advocate for cross-jurisdictional resource sharing and partnerships on climate adaptation and response/ consistent knowledge and policy development	---	<div><div></div></div>	All	<div><div></div></div>	Administration participated in the development and finalizing of the County's new Official Plan, where a main objective is to enhance the County's policies regarding climate impact mitigation and adaptation. The Town's New Official Plan will also be consistent with the County's regional climate adaptation policies.

Policy Process Communication Physical Completed Ongoing/In-Progress



CORPORATE OBJECTIVES

These are objectives with respect to services, operations, natural and built assets and systems, administration, policies, and specific utilities that come under the management of The Corporation of the Town of Essex.





- 1 Enhance Staff Health And Safety
- 2 Protect the Town's Natural Assets and Emphasize Nature Based Solutions
- 3 Build and Strengthen the Town's Infrastructure Resilience
- 4 Integrate Climate Change Adaptation into Town Planning and Policy Making
- 5 Build Community Services Tempered to Climate Change Impacts

<div>1</div> <div>ENHANCE STAFF HEALTH AND SAFETY</div> <div>The Town of Essex commits to ensuring the health and safety of staff on an ongoing basis to ensure their wellness through changing climate conditions.</div>						
#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
1.1	Provide weather appropriate Personal Protective Equipment to outdoor workers as required*	---	<div></div>	All	<div></div>	Weather-appropriate PPE is provided to employees according to department needs and on a as-needed basis. All additional requests are continue to be explored.
1.2	Include a Green Tips segment on staff newsletter and intranet to encourage staff awareness of climate adaptation best practices	---	<div></div>	CAO's Office	<div></div>	Workplace 'Green Tips' shared on the Town intranet. Messaging will continue to be shared on an annual basis.
1.3	Create a staff green team for sustainability and adaptation initiatives	---	<div></div>	CAO's Office	<div></div>	Staff Green Team in place for Town Festivals and Events. Encourage all staff to participate in green initiatives (recycle, refill water bottles, etc).

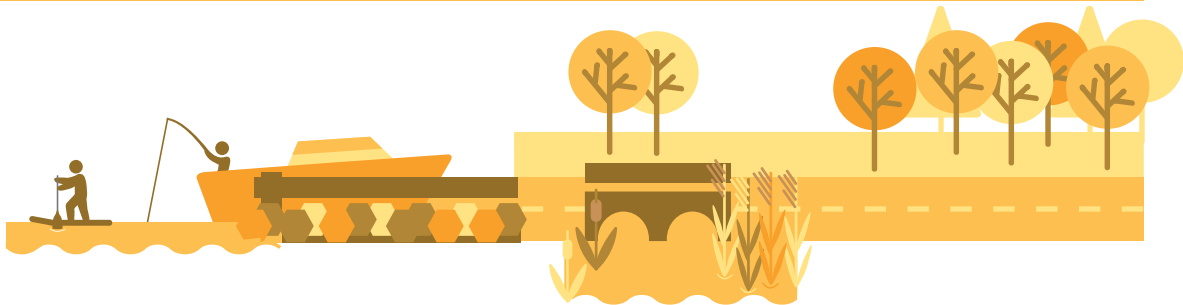
* Based on departmental needs








Policy Process Communication Physical Completed Ongoing/In-Progress



<div>2</div> <div>PROTECT THE TOWN’S NATURAL ASSETS AND EMPHASIZE NATURE BASED SOLUTIONS</div> <div>The Town of Essex wants to continue to protect and enhance its natural heritage and green spaces and adopt nature-based solutions to mitigate effects of climate change on Town’s grey infrastructure.</div>						
#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
2.1	Ensure tree and plant species established are native, diverse, disease resistant, and have high climate adaptability	---	●	Community Services		<p>Amended list being presented to Council in April 2025 with updated tree species recommendations.</p> <p>Protection of Highways by-law and policy for landscaping on a Highway includes the planting of native species within Town right of ways.</p>
2.2	Develop a buffer strip policy to reduce drainage related issues	---	●	Infrastructure Services		<p>Buffer strip policy completed in 2024 and was adopted by Council. Also implemented amendments to the Zoning By-law in 2023 to require a minimum landscaped area in residential zoning districts to lessen the impacts of increased pavement in urban centres.</p>
2.3	Utilize the ERNHSS as the basis for the Town’s natural heritage system, including identification, protection, enhancement and restoration	---	●	Development Services		<p>Key natural heritage features in the Town have been identified under the development of the new County Official Plan, which included guidance and data from ERCA in defining natural heritage mapping and policies. This information has been integrated into the Town’s new draft OP.</p>
2.4	Investigate vegetation-based techniques to mitigate erosion along the shoreline, wherever possible	\$	●	Infrastructure Services		<p>Most of the Town’s drainage outlets are to natural watercourses and wetlands.</p> <p>New drainage outlets are designed to engineering best practices under the guidance of a qualified Drainage engineer.</p>

 Policy  Process  Communication  Physical  Completed  Ongoing/In-Progress



<div>3</div> <div>BUILD AND STRENGTHEN THE TOWN'S INFRASTRUCTURE RESILIENCE</div> <div>The Town will incorporate measures to strengthen its existing and new assets and infrastructure and ensure the resilience of Town-owned property that is on the frontline of climate change impacts.</div>						
#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
3.1	Explore implementation of a Storm Sewer Surcharge	---	●	Infrastructure Services		The Urban Levy is reviewed annually to ensure adequacy to fund budget initiatives.
3.2	Investigate the development of a Rain Barrel Subsidy Program	---	●	Infrastructure Services		This was completed in 2022. Administration implemented a Rain Barrel Subsidy Program, which residents can be reimbursed for up to \$50 for a rain barrel. Application is online and requires a proof of purchase.
3.3	Continue to review and integrate climate projection and green technology considerations into infrastructure and retrofit projects: <ul style="list-style-type: none">Integrate Low Impact Development considerations in capital projects wherever possible.Review and integrate Regional Stormwater Guidelines into infrastructure decisionsConsider green technology options for road development and re-construction projects.Ensure new capital projects and existing hardscapes for public use incorporate thermal comfort (e.g. white roofs, comfort splash pads) and other extreme weather resistance measures	\$\$\$	●	Infrastructure Services		<ul style="list-style-type: none">Secured initial funding for electric vehicle charging stations and continue to actively pursue additional grant opportunities to expand and enhance municipal EV infrastructure.Retrofitted several buildings with LED lighting.All development applications are reviewed for Low Impact Development and we encourage developers to implement them when not proposed.Regional Stormwater Management Guidelines adopted by Council is currently under review by the regional working group. They are the guiding document for stormwater management principles in new development projects.The Town has completed a green pilot program on Queen Street near the 3rd concession in Harrow and has implemented numerous road recycling projects throughout the municipality.Infrastructure Services has included a green technology review as part of the annual budget process to assess the feasibility of green alternatives for road construction.
		---	●	Infrastructure Services		
		\$\$-\$\$\$	●	Infrastructure Services		
		\$\$-\$\$\$	●	Infrastructure Services		
3.4	Include climate vulnerability and risks (e.g. power outages, capacity limitations, health and safety impacts, road drainage, failure) in infrastructure planning and asset management	---	●	Infrastructure Services		All projects are reviewed with a climate lens. The development of the Council Approved 5yr capital plan incorporated climate change adaptation efforts.

 Policy  Process  Communication  Physical  Completed  Ongoing/In-Progress



4 INTEGRATE CLIMATE CHANGE ADAPTATION INTO TOWN PLANNING AND POLICY MAKING






Integrating climate change considerations into municipal policies and policy-making procedures will allow the Town to be strategically and fiscally proactive in protecting its operations, service deliveries, assets, and infrastructure against climate change impacts and associated consequences.

#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	Action Item Status Update
4.1	Identify a Climate Change Adaptation Champion to represent climate change initiatives at the Town and lead outreach activities	---	●	CAO's Office	●	At the time of adoption of the CCAP, the Town's CAO was identified as the Climate Change champion
4.2	Consider declaring a Town-wide Climate Emergency to be in-line with County and Federal climate action interests.	---	●	CAO's Office	●	Declaration occurred in Summer 2021.
4.3	Incorporate climate change considerations into the Town plans, policies, projects and procedures:					
	• During revisions and amendments of Town policy and procedure documents (e.g. Official Plan, Strategic Plan , budgets, zoning by-laws), include climate change language	---	●	All	●	<ul style="list-style-type: none">• All park plans/master plans encourage additional trees, butterfly gardens, and expanded greenspaces, where possible.• New page in Budget Document dedicated to highlighting projects identified in the Climate Change Plan or that result in a "green" climate friendly result. The Development Standards Manual includes a section titled, "Considerations for Climate Adaptation". This section includes alternatives, examples and opportunities for climate change adaptation initiatives for Municipal, residential and commercial properties.• The Town of Essex was successful in a multi-million dollar grant for the completion of County Road 50 paved shoulders/ bike lanes.• Successfully awarded grant to add 8 EV Charging Stations.• Sustainability definition now referenced in Procurement Bylaw, also to be considered on evaluation.• Project are reviewed with a Climate Lens Assessment.
	• Consider financial, social, and environmental costs and benefits when making project decisions	---	●	All	●	
	• Consider incorporating sustainable sourcing and low carbon resiliency considerations into tendering documents/scoring matrix	---	●	All	●	
	• Investigate the application of the Climate Lens Assessment	---	●	All	●	
4.4	Investigate the feasibility and ramifications of having Town insurance policies account for climate change	---	●	CAO's Office	●	Currently investigating feasibility with Town's insurer
4.5	Conduct a Vulnerability and Risk Assessment using climate considerations for all Town divisions on a 5 year basis	\$\$	●●	CAO's Office	●	Completed a risk assessment through Fire Master Plan study was conducted in 2024. 5 year review of the CCAP is forecasted in 2026, which will include a vulnerability and risk assessment.
4.6	Review and revise current green funding strategies to enhance reserve for Town-wide sustainability initiatives	---	●	Corporate Services	●	Reserve Management Strategy now has a dedicated "Green Fund" Reserve for this purpose.

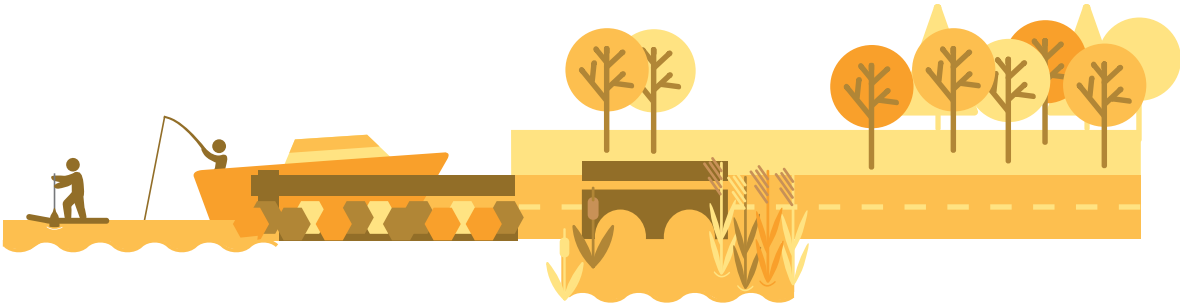
Policy Process Communication Physical Completed Ongoing/In-Progress

5 BUILD COMMUNITY SERVICES TEMPERED TO CLIMATE CHANGE IMPACTS

The Town will amend and adapt its community services and service deliveries to changing climate conditions.

#	Action Item	Approx. Cost	Status	Lead Department	Implementation Theme	
5.1	Diversify local tourism and recreation in the community: <ul style="list-style-type: none">Investigate modifying season start, end and duration dates as well as general schedules for recreational programming, where possible, to try to avoid spring flooding and summer heatIntroduce more Fall season outdoor programmingContinue to develop Virtual Tourism	---	<div></div>	Community Services		The town has investigated and the user groups do not want to amend the start times of their seasons. Will continue to work with user groups to determine if later times are more beneficial so they are not in the direct daytime heat and can have cooler evening temps. This will also allow us to determine if lighted facilities may be of use. Submitted for a grant that, if we receive, will have turf fields in Essex and will allow for expanded playing seasons.
		---	<div></div>	Community Services		Continuing to review outdoor programming to determine best times to offer programs and locations. New Annual Event - Teddy Bear Picnic and Outdoor Movie in September.
		\$	<div></div>	Development Services		360 degree panoramic images of the interior of several of municipal heritage sites has been completed and available on the Town's website to encourage virtual tourism opportunities.
5.2	Consider incorporating Complete Street design in providing easy access to green spaces for diverse commuters, where possible	---	<div></div>	Development Services		Complete Street policies have been incorporated into the new Development Standards Manual. Related policies are set out in the Town's Official Plan. New subdivisions will be examined for opportunities for active transportation as part of their draft plan of subdivision approval.
5.3	Explore implementation of the Geese Management Program	\$	<div></div>	Community Services		The successful geese management initiative in Colchester was expanded to Sadler's park in 2024 to encourage nesting in other location, reduce over population at recreational parks and improve water quality, and decrease violent geese encounters when walking by nests.

 Policy  Process  Communication  Physical  Completed  Ongoing/In-Progress



IMPLEMENTATION, MONITORING, AND REVIEW

Implementing the Plan



The Corporation is committed to being prepared and building resilience to the ongoing and worsening effects of climate change, and recognizes the importance of urgent and timely action.



Monitoring Progress

Monitoring progress is vital to the process of climate readiness in the Town. By keeping track of the actions that are being implemented, the Corporation will be able to assess the progress it has made, as well as pave the way forward for future action.

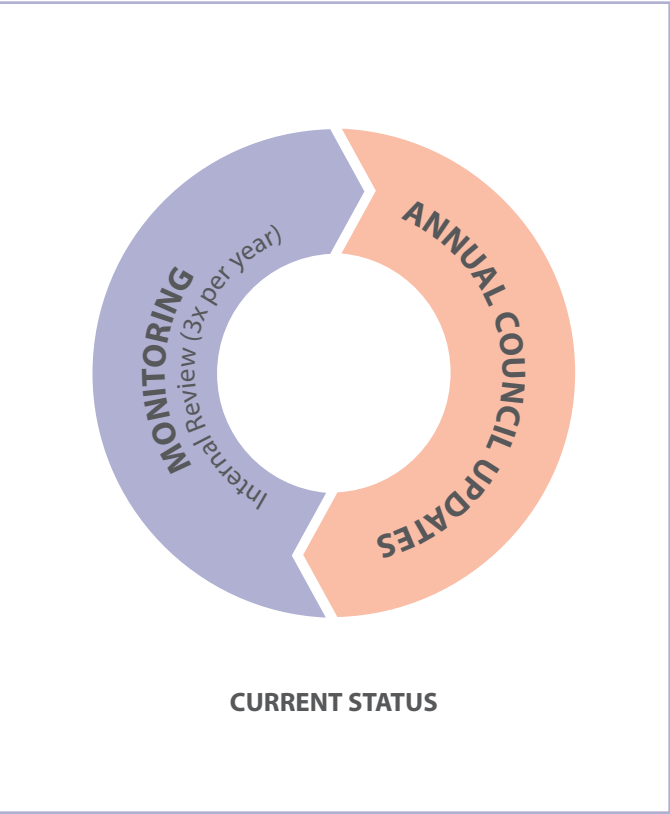
Administration will continue to deliver an annual report to Town Council, which will highlight the actions that have been initiated and implemented across the Corporation and the community, as well as provide an opportunity to discuss any challenges or future improvements. All reports to Town Council on *Climate Ready* will be made available on the Town’s website at www.essex.ca/ClimateReady.

CONCLUSION

The negative impacts of climate change are both immediate and increasing. Addressing them requires community-wide efforts by adopting short and long-term mitigation and adaptation measures. Mitigation efforts, like the greater adoption of clean energy, reducing energy demands and achieving higher energy efficiency, must be largely national and global in scale. However, adaptation efforts must be taken at all levels: community, regional, provincial and national. At the community level, the challenges are to insure against future risks, reduce the vulnerability of our infrastructure and threats to the health of our population and environment and create economic opportunities where possible.

The Council of the Town of Essex, working with its administration, community partners, the County of Essex and sister municipalities, undertakes to carry out actions to accomplish those goals under the *Climate Ready, Climate Change Adaptation Plan for the Town of Essex 2021-2026*.

It is understood that this is a community-wide effort, as climate induced impacts cross all boundaries, social, physical, economic and addressing these impacts requires a community-wide response. This climate change adaptation plan affects and involves all members of our community. Actions to meet the objectives of the plan require that we all work cooperatively for our mutual benefit.





essex.ca/climateready



33 Talbot Street South, Essex, Ontario, N8M 1A8 | 519-776-7336