

Climate-Ready Communities Assessment Tool



Introduction

Welcome to the Climate-Ready Communities Assessment Tool! Climate adaptation initiatives informed by Reconciliation, Anti-racism, Equity, and Inclusion ("Reconciliation+AREI") are crucial as they intersect with various local government processes and priorities, such as urban planning, infrastructure development, and public health. By integrating Reconciliation+AREI-informed climate adaptation into their planning and development processes, local governments can create more resilient communities that are better equipped to face both current and future climate challenges.

The CRCA Tool has been designed to help you:

1. Build awareness of what is involved in climate adaptation for local governments.
2. Develop a snapshot of the current state of your local government's climate adaptation efforts.
3. Identify your next steps in building climate resilience by pinpointing actionable steps to progress your climate adaptation efforts.

As you complete the Tool, refer to the Climate-Ready Communities Assessment Tool Guide for additional support.

Core Components of the Tool

Pillars

Three Pillars form the foundation of the CRCA Tool. Pillars represent groupings of key components (or milestones) of Reconciliation+AREI-informed climate adaptation. While they are presented in this tool as distinct and linear sections, progression within each Pillar is interconnected – meaning that the outcomes are related and progress in one Pillar often supports and enhances progress in others.

Each Pillar is on a separate tab in the Tool. The three Pillars are:



Milestones

Each Pillar contains Milestones. These Milestones represent key elements that make up each Pillar of Reconciliation+AREI-informed climate adaptation.

Pillar	Milestone
People, partnerships and governance	1. Internal resourcing and collaboration
	2. External collaboration and partnerships
	3. Council commitment and climate adaptation policy
	4. Engagement, awareness and education
Risk and adaptation planning	5. Prepare – establish the foundation
	6. Identify climate impacts
	7. Analyze and evaluate climate risks
	8. Develop a climate adaptation plan
Implementation and integration	9. Implement climate adaptation plan
	10. Integrate into organizational systems, processes and plans
	11. Monitor and review

Self-Assessment

Completing the Self-Assessment for each Pillar is designed to help you answer "Where are we at?" The Self-Assessment involves using columns with progress statements and activities for each Pillar. They are intended to work together to support you in developing your own customized plan for Reconciliation+AREI-informed climate adaptation.



Progress statements Activities

Snapshot and Roadmap

Together, the Snapshot and Roadmap can be used to communicate your current state of climate adaptation and priorities for progressing Reconciliation+AREI-informed climate adaptation efforts.

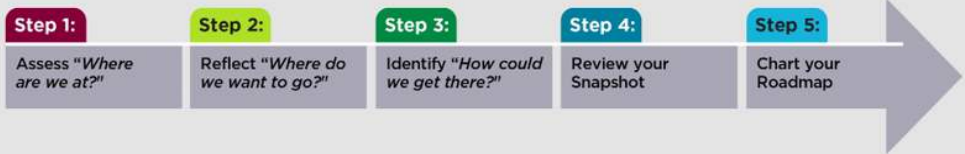
The **Snapshot** provides a summary of your Self-Assessment results across the three Pillars.

The **Roadmap** is a space for you to summarize and prioritize the activities you plan to take, to make progress in the next two years. You can refer to any activities you have already identified in Step 3 of each of the Pillar tabs and summarize them here. Seeing the activities you have identified in each Pillar together can help prompt reflection on how they are connected and determine relative priorities.

Using the Tool

Organization Information

Before starting, complete the Organization Information (OrgInfo) tab.



Complete the Self-Assessment

Step 1:

Self-assessment: "Where are we at?"

The Self-Assessment in each Pillar tab is designed to help you answer "Where are we at?"

Progress statements columns: These are the four (4) columns with the headings of "Not Yet Started" to "Advanced Practices" in pillars 1 and 3. In pillar 2, the columns are "Service Areas", "Climate Hazards" and "Reconciliation + AREI". By selecting the statements that best represent your organization's progress at each level, you can assess your starting place and the work already done to adapt to climate change.

Activities columns: These are the three (3) columns with the headings of "Activities to Get Started" and "Activities to Strengthen Approach." They outline potential activities your organization can undertake to progress your climate adaptation efforts. These columns can provide ideas for populating the Roadmap.

Step 2:

Reflect: "Where do we want to go?"

This is a space for you to reflect on your Self-Assessment responses and identify what is next. Write the top priority areas where you would like to make progress in the next two years.

Step 3:

Identify: "How could we get there?"

This is a space for you to record some potential activities you could undertake to make progress in the priority areas identified in Step 2. Reference the activities listed in the Activities columns for ideas and record them here.

Step 4:

Review your snapshot.

No action is required to populate this. Review your Snapshot in the "Snapshot and Roadmap" tab.

Step 5:

Chart your roadmap.

Use the Roadmap text box in the "Snapshot and Roadmap" tab to list and prioritize the potential activities you have identified in each Pillar. Record a summary of these priority activities you plan to take to make progress in the next two years. You can refer to any activities you have already identified in Step 3.

Acknowledgements

Land

As we move forward with our commitment to reconciliation, FCM acknowledges that our head offices are located on the unceded, unsurrendered territory of the Anishinaabe Algonquin Nation whose presence here reaches back to time immemorial. As an organization, we endeavour to unlearn colonial mindsets and practices, grow in knowledge, and adapt ways of working. As we continue to build meaningful relationships, we recognize the historic and ongoing contributions of Indigenous peoples and honour their leadership and partnership in shaping and strengthening communities across the country.

Contributors

We thank all the individuals and organizations that participated in the focus groups, whose insights and feedback have been crucial in matching this Tool to communities' diverse needs.

Organization Information

Name of Lead Applicant	Noelle Reeve
Name of Lead Municipality	Tay Valley Township
Province/Territory (select from dropdown)	Ontario
Project Title	Tay Valley Township Climate Adaptation Plan
Assesment date	2025-05-27
Project Number (for FCM use only)	

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END OF PAGE

Climate-Ready Communities Assessment Tool



Pillar 1: People, Partnership, and Governance

Step 1: Assess "Where are we at?"

By selecting the statements at each level of progression that best represent your organization, you can assess your starting place and what work has already been done to adapt to climate change.

Milestone No.	Milestones	Not Yet Started	Activities to Get Started (Not Yet Started to Some Progress Made)	Some Progress Made	Activities to Drive Progress (Some Progress Made to More Progress Made)	More Progress Made	Activities to Strengthen Approach (More Progress Made to Advanced Practices)	Advanced Practices
1	Internal resourcing and collaboration Allocate internal resources (human and financial) and establish internal collaboration processes to support Reconciliation+ABE-informed climate adaptation work.	<input checked="" type="checkbox"/> We have not yet started allocating internal resources (human and financial) <input type="checkbox"/> We have not yet established internal collaboration processes	Human Resources Identify a person or people to lead or coordinate climate adaptation work Determine the relevance of climate adaptation to different local government functions and/or departments Reach out to staff in local government functions and/or departments whose work impacts/is impacted by climate adaptation Financial Resources Identify opportunities to assign budgets to advance climate adaptation Complete a scan of national, provincial, regional, and local funding opportunities (e.g., grants)	<input checked="" type="checkbox"/> Human Resources Staff who are interested in and/or required to consider climate adaptation in their roles have informal collaboration (e.g., meet occasionally, have had initial or ad hoc meetings) <input checked="" type="checkbox"/> Financial Resources Budgets for climate adaptation are limited and/or informal	Human Resources Draft a purpose statement for a team dedicated to working on climate adaptation Identify and invite key staff members to participate on a team dedicated to working on climate adaptation. Include participants who bring perspectives on public works, land use planning, engineering, finance, and environment. Determine desired/necessary frequency and format of climate adaptation working group meeting Identify and connect with other staff and/or departments advancing Reconciliation+ABE in their work Identify which perspectives, knowledge, and experiences are required to inform climate adaptation work Consider who is and is not part of the team dedicated to working on climate adaptation to identify gaps in representation. Where there are gaps in representation, identify how you might seek other perspectives to address gaps Financial Resources Estimate funding requirements to advance priority climate adaptation actions. Consider costs of plans or studies, tools, and staff resources Work with finance and others as appropriate to identify how to allocate increased and more consistent financial resources to climate adaptation Apply for funding (e.g., grants, partnerships) for completion of climate adaptation work in the medium term	<input checked="" type="checkbox"/> Human Resources We have a dedicated team working on climate adaptation The team dedicated to working on climate adaptation includes representatives from some local government functions and/or departments The team dedicated to working on climate adaptation holds regular meetings to coordinate and advance climate adaptation efforts Members of the team dedicated to working on climate adaptation bring and/or seek diverse perspectives, backgrounds, and lived experiences Financial Resources We know the funding we need (e.g., for staff, tools) to advance climate adaptation work We have allocated funding for some climate adaptation projects	Human Resources Draft a mandate or terms of reference for the team dedicated to working on climate adaptation, including the example purposes, roles and responsibilities, goals, processes Identify and invite representatives from more local government functions and/or departments to join the team dedicated to working on climate adaptation Institutionalize the role of the team dedicated to working on climate adaptation by integrating the team into local government structures and operations Meet regularly to advance priority actions Survey members of the team dedicated to working on climate adaptation on their experiences contributing to climate adaptation work Review opportunities to advance equity objectives within the team dedicated to working on climate adaptation Equitably distribute resources, benefits, and burdens of climate adaptation work to members of the team dedicated to working on climate adaptation Financial Resources Work with staff to estimate near, medium-, and long-term costs of climate adaptation actions Develop a long-term funding plan that outlines specific financial needs and potential sources of funding	<input checked="" type="checkbox"/> Human Resources We have a clear mandate for the team dedicated to working on climate adaptation The team dedicated to working on climate adaptation includes representatives from all local government functions and/or departments Our climate adaptation team uses established communication and decision-making protocols to seek contributions from all members The team dedicated to working on climate adaptation is inclusive and values different perspectives, knowledge, and experiences Financial Resources Climate adaptation work is built into our budget and long-term financial planning We have a sustainable funding model that provides long-term financial support for climate adaptation work
Please provide notes that describe how you have achieved this milestone		(enter text here)						
The Planner and Public Works Manager are responsible for implementing the Climate Action Plan (oriented mostly toward mitigation but with some adaptation actions) and some money is in the Township budget for adaptation (e.g., road rehabilitation).								

Proceed to Milestone 2.

Milestone No.	Milestones	Not Yet Started	Activities to Get Started (Not Yet Started to Some Progress Made)	Some Progress Made	Activities to Drive Progress (Some Progress Made to More Progress Made)	More Progress Made	Activities to Strengthen Approach (More Progress Made to Advanced Practices)	Advanced Practices
2	External collaboration and partnerships Engage and partner with local and regional First Nations, Métis, Inuit, and urban Indigenous Peoples, communities, and organizations, as well as jurisdictions, institutions, organizations, communities of practice, and/or stakeholders on Reconciliation+ABE-informed climate adaptation efforts.	<input type="checkbox"/> We have not yet started external collaboration and partnership-building	Identify current partnerships related to climate adaptation or climate hazard emergency response. Assess successes, challenges, and opportunities to build upon these partnerships. Identify potential jurisdictions, institutions, organizations, communities of practice, and/or stakeholders to collaborate/partner with Identify local and regional First Nations, Métis, Inuit, and urban Indigenous Peoples, communities, and organizations; community members to collaborate/partner with Identify equity-deserving groups to collaborate/partner with Identify potential opportunities for collaboration/partnership on climate adaptation work Outline potential collaboration opportunities, including the potential roles, benefits, and contributions for each partner Participate in training, workshops, and knowledge-building opportunities (e.g., cultural competency, anti-racism, reconciliation)	<input checked="" type="checkbox"/> We know who we need to or can collaborate and/or partner with on climate adaptation work <input checked="" type="checkbox"/> We have some opportunities for collaboration and/or partnership on climate adaptation work	Reach out to potential partners to assess interest and discuss collaboration opportunities, or to existing partners to discuss opportunities for expanding or strengthening partnerships Initiate discussions with local and regional First Nations, Métis, Inuit, and urban Indigenous Peoples, communities, and organizations about whether and how they would like to collaborate and/or partner on climate adaptation work Initiate discussions with equity-deserving groups about whether and how they would like to collaborate and/or partner on climate adaptation work Co-develop and agree on terms that will guide the collaboration/partnership. Clarify objectives, roles and contributions from each partner, timeline, communication expectations, and responsibilities for decision-making Allocate financial resources, training, and support to stakeholders and partners from equity-deserving groups (e.g., grants, technical assistance, and capacity-building programs) Undertake joint climate adaptation initiatives in accordance with agreed-upon terms.	<input type="checkbox"/> We collaborate and/or partner with local and regional First Nations, Métis, Inuit, and urban Indigenous Peoples, communities, and organizations in some parts of our climate adaptation work We are collaborating and/or partnering with other jurisdictions, institutions, organizations, communities of practice, and/or stakeholders on climate adaptation work We have co-developed and agreed upon terms that guide our collaboration and/or partnership on climate adaptation work	Formalize partnerships through agreements or contracts to enable long-term collaboration Record and report on successes and challenges of collaboration and make adjustments as necessary Set up regular meetings with partners to discuss ongoing climate adaptation projects, share resources, and align strategies	<input type="checkbox"/> We have well-established relationships with those we are collaborating with We share resources and align strategies with other jurisdictions, institutions, organizations, communities of practice, and/or stakeholders We track the outcomes of our collaborative efforts and learn from those experiences We regularly review our partnerships to check that they are beneficial for everyone involved and make adjustments as needed
Please provide notes that describe how you have achieved this milestone		(enter text here)						
obligation and adaptation occasionally (when she can get hold of him). She hopes to be able to include him in the Adaptation Plan preparation process. Tay Valley's population is older than the provincial average and the Planner issues with members of the previous Age-Friendly Committee regularly even though this committee no longer exists. Most of these members are women. There are few people of colour in this rural Township but all are welcome. Interestingly, we have a wide variety of								

Proceed to Milestone 3.

Milestone No.	Milestones	Not Yet Started	Activities to Get Started (Not Yet Started to Some Progress Made)	Some Progress Made	Activities to Drive Progress (Some Progress Made to More Progress Made)	More Progress Made	Activities to Strengthen Approach (More Progress Made to Advanced Practices)	Advanced Practices
3	Council commitment and climate adaptation policy Develop Council support for and commitment to implementing Reconciliation+ABE-informed climate adaptation work and adopt policies reflective of that support and commitment.	<input type="checkbox"/> We have not yet started developing climate adaptation policies <input type="checkbox"/> We have not yet started securing council support and commitment	Climate Adaptation Policy Identify policy issues and constraints related to climate adaptation Review existing policies for current and potential connections to climate risk and climate adaptation. At a minimum, review policies related to land use and development, capital planning and budgeting, asset management, and emergency response. Determine the desired approach to developing climate adaptation policies (i.e., development of a dedicated policy vs. integration of climate adaptation into existing policies) Work with relevant staff to develop policies related to climate adaptation. Council Commitment Initiate structured conversations with Council about the risks of climate change and benefits and costs of climate adaptation Begin to document the case for building community climate resilience. Include potential climate risks and the connection to community vision, goals, and priorities Learn about the lands you are on and the Indigenous peoples who have historically occupied and/or continue to occupy them Communicate the connections between climate adaptation and Reconciliation+ABE with Council	<input checked="" type="checkbox"/> We have policies that provide some direction on climate adaptation Council Commitment <input checked="" type="checkbox"/> Council recognizes the importance of climate adaptation <input checked="" type="checkbox"/> Council understands the link between our community's vision and climate adaptation <input checked="" type="checkbox"/> Council understands the connection between climate adaptation and Reconciliation+ABE	Climate Adaptation Policy Identify specific climate adaptation objectives and ensure these are included in policy Articulate roles and responsibilities for implementing policies related to climate adaptation Obtain council endorsement for climate adaptation policy(ies) Council Commitment Prepare a climate adaptation business case and present it to Council Commit publicly to prioritizing climate adaptation Determine the accessibility regulations and guidelines that apply to your local government Explore and build internal consensus on your local government's role in equity-related issues	<input type="checkbox"/> We have a policy(ies) that include climate adaptation objectives, commitment, and/or action We have a policy(ies) that mandates the inclusion of accessibility considerations and/or standards Council Commitment Council endorses our climate adaptation policy(ies) Council integrates climate adaptation into broader strategic plans and priorities Council advocates for climate adaptation work locally	Determine information required to monitor effectiveness of the climate adaptation policy(ies) and its/their impacts Publicly communicate Council's endorsement of climate adaptation policy(ies) Participate in ongoing training, workshops, and knowledge building opportunities (e.g., cultural competency, anti-racism, reconciliation) to support integration of Reconciliation+ABE into climate adaptation work Council aimed at increasing understanding of climate adaptation Implement a regular cycle of engagement, awareness, and education initiatives Seek feedback from community members on the impacts of engagement, awareness, and education initiatives and update approaches as needed Document the impact of communication, awareness, and education efforts (e.g., through case studies, success stories) Report back to the community on how their input has been included in climate adaptation initiatives	<input type="checkbox"/> We monitor the implementation of the climate adaptation policy(ies) and report our findings to Council We refine the climate adaptation policy(ies) based on lessons learned and/or emerging information Council Commitment Council supports the integration of Reconciliation+ABE principles into decision-making processes related to climate adaptation
Please provide notes that describe how you have achieved this milestone								

Proceed to Milestone 4.

Milestone No.	Milestones	Not Yet Started	Activities to Get Started (Not Yet Started to Some Progress Made)	Some Progress Made	Activities to Drive Progress (Some Progress Made to More Progress Made)	More Progress Made	Activities to Strengthen Approach (More Progress Made to Advanced Practices)	Advanced Practices
4	Engagement, awareness, and education Engage with, raise awareness amongst, and educate staff and community members about climate adaptation and their roles in contributing to community resilience in Reconciliation+ABE-informed ways.	<input type="checkbox"/> We have not yet started engagement, awareness, and education initiatives with staff and Council <input type="checkbox"/> We have not yet started engagement, awareness, and education initiatives with the public	Staff and Council Assess staff and council understanding of climate change and climate hazards, using approaches such as surveys, self-assessment, or discussions Based on assessed levels of understanding, identify strengths and gaps in knowledge that can be addressed through information and budgeting Community Communicate information about climate hazards, risks, and adaptation work with the public. Survey community members to gauge awareness and interest in climate adaptation initiatives Define objectives for engagement on climate adaptation Identify target audiences for engagement Review insights from previous communication and education initiatives to identify whose perspectives have been included and where there might be gaps in perspectives	<input checked="" type="checkbox"/> Staff and Council have a basic understanding of climate change and/or climate hazards <input checked="" type="checkbox"/> We understand the climate adaptation awareness and education needs of staff and Council Community <input checked="" type="checkbox"/> Some community members have some awareness of and/or education about climate adaptation and the work we are doing <input checked="" type="checkbox"/> We have identified and characterized key community groups for targeted climate adaptation engagement, awareness, and education initiatives <input checked="" type="checkbox"/> We are aware of whose perspectives have and have not been heard	Communicate results of climate risk assessments with staff and Council Identify education initiatives and offerings related to climate adaptation that can be promoted to staff and Council to address awareness gaps Develop awareness and education strategies and materials for staff and/or Council Assess staff and Council awareness and understanding of the connection between climate adaptation and topics of reconciliation, anti-racism, anti-racism, equity, and inclusion Community Engage community members in conversations about local climate adaptation (e.g., information sharing events, workshops) Increase the frequency of and expand community awareness and education initiatives to reach a broader audience Outline the scope, methods, and timeline for community engagement, awareness and activities, considering unique needs of diverse communities Use clear, inclusive, and accessible language in all communications to ensure everyone understands the information Identify populations that are disproportionately impacted by climate change and identify approaches to effectively engaging these populations	<input type="checkbox"/> Staff and Council know which climate hazards may impact the community and how We have a plan to support staff and Council's awareness and understanding of climate adaptation Some staff and Council members are knowledgeable of/trained in the relationship between Reconciliation+ABE and climate adaptation topics The community is aware of and/or educated about climate adaptation and the work we are doing We have a climate adaptation engagement, awareness and education plan[s] and/or strategy(ies) We understand the engagement, awareness, and education needs of diverse communities	Communicate any changes to climate risk assessment results with staff and Council Implement education initiatives for staff and/or Council aimed at increasing understanding of climate change and climate adaptation Monitor the effectiveness of staff awareness and education initiatives in increasing understanding of climate adaptation Outline Reconciliation+ABE expectations and/or requirements for staff working on climate adaptation Provide training, workshops, and knowledge-building opportunities on the connection between climate adaptation and topics of Reconciliation+ABE Increase engagement opportunities for populations disproportionately impacted by climate change Implement a regular cycle of engagement, awareness, and education initiatives Seek feedback from community members on the impacts of engagement, awareness, and education initiatives and update approaches as needed Document the impact of communication, awareness, and education efforts (e.g., through case studies, success stories) Report back to the community on how their input has been included in climate adaptation initiatives	<input type="checkbox"/> Staff and Council are kept informed about the latest climate projections and potential impacts to climate hazards Staff and Council are actively engaged in ongoing training and education programs related to climate adaptation All staff working on climate adaptation and Council are knowledgeable of/trained in the relationship between Reconciliation+ABE and climate adaptation topics Community members are active participants in our climate adaptation work Our climate adaptation education, awareness, and education plan[s] and/or strategy(ies) are being implemented We understand the impact of our climate adaptation engagement, awareness, and education initiatives Our climate adaptation engagement, awareness, and education plan[s] and/or strategy(ies) are informed by Reconciliation+ABE
Please provide notes that describe how you have achieved this milestone		(enter text here)						
We held community consultations with members of the general public, our Green Energy and Climate Change Working Group, Lake Associations, and other community organizations on the impacts of climate change for Tay Valley Township as part of creating our Climate Action Plan. We need to do more outreach with Shabab Obadaajwan, Arabach Algonquin, and ADO office in Nishanagwan First Nation.								

Proceed to questions below and then to Risk and Adaptation Planning sheet.

Step 2: Reflect "Where do we want to go?"

By answering this question, you can start envisioning what climate resilience looks like for your community.

Based on your Self-Assessment, what are your priorities for improvement over the next 2 years? What activities could you undertake?

We need to identify the most likely risks and then the geographic locations of high risk for climate impacts and the location of vulnerable populations to determine what adaptation actions will be priorities.

Step 3: Identify "How could we get there?"

By reviewing the activities related to each level of progression, you can start identifying specific steps that will help you move between each level of progression in the Self-Assessment and toward your vision of climate resilience.

Communicate results of climate risk assessment to Council and staff. Identify climate adaptation policies and who will be responsible for implementation. Obtain Council support for adaptation policies. Identify costs and funding sources to advance priority climate adaptation actions. Identify partners (including Indigenous and equity-deserving groups). Connect climate adaptation actions to Reconciliation, equity, anti-racism, etc. Reach out to populations disproportionately impacted by climate change to discuss potential adaptation actions that would benefit them.

Climate-Ready Communities
Assessment Tool

Step 1. Assess "Where are we at?"

By selecting the statements at each level of progression that best represent your organization, you can assess your starting place and what work has already been done to adapt to climate change.

Milestone No	Milestone	Service Areas	Activities to Progress in Service Areas/Climate Hazards	Climate Hazards	Activities to Progress in Reconciliation Anti Racism Equity and Inclusion (Reconciliation+AREI)	Reconciliation Anti Racism Equity Inclusion (Reconciliation+AREI)
5	Prepare - establish the foundation Establish the foundation for the climate risk assessment and adaptation plan by defining the scope, gathering necessary resources, outlining a framework, and developing an engagement strategy.	<input type="checkbox"/> We have not completed for any service areas <input checked="" type="checkbox"/> We have completed for at least one service area <input type="checkbox"/> We have completed for all core service areas <input type="checkbox"/> We have completed for all service areas	<input type="checkbox"/> Define the scope of the climate risk assessment (e.g., assets, services, systems, values) <input type="checkbox"/> Collect and prepare relevant data related to climate, community demographics, municipal services and assets, key industries <input type="checkbox"/> Assemble necessary human resources (internal and external) <input type="checkbox"/> Determine a framework for risk assessment, including the criteria for evaluating the likelihood and consequences of risks and the approach to evaluating and prioritizing risks <input type="checkbox"/> Develop a plan for collaboration and engagement throughout the climate risk assessment and adaptation planning processes	<input type="checkbox"/> We have not completed for any climate hazards <input checked="" type="checkbox"/> We have completed for a single climate hazard <input type="checkbox"/> We have completed for multiple climate hazards <input type="checkbox"/> We have completed for all relevant climate hazards	<input type="checkbox"/> Consider how climate risks disproportionately affect different communities <input type="checkbox"/> Include data on social vulnerabilities (e.g., income levels, racial demographics, access to resources) <input type="checkbox"/> Include diverse representation in the group of people working on the climate risk assessment and adaptation plan	<input type="checkbox"/> We have not integrated Reconciliation+AREI <input checked="" type="checkbox"/> We have somewhat integrated Reconciliation+AREI <input type="checkbox"/> We have integrated Reconciliation+AREI
<i>Please provide notes that describe how you have achieved this milestone</i>		Through our Emergency Preparedness planning we have identified extreme heat as a risk for seniors who could be isolated in their houses on private roads without air conditioning.				

Milestone No	Milestone	Service Areas	Activities to Progress in Service Areas/Climate Hazards	Climate Hazards	Activities to Progress in Reconciliation Anti Racism Equity and Inclusion (Reconciliation+AREI)	Reconciliation Anti Racism Equity Inclusion (Reconciliation+AREI)
6	Identify climate impacts Determine expected local climate changes and identify potential associated impacts	<input type="checkbox"/> We have not completed for any service areas <input checked="" type="checkbox"/> We have completed for at least one service area <input type="checkbox"/> We have completed for all core service areas <input type="checkbox"/> We have completed for all service areas	- Use climate projections to identify expected changes to climate and corresponding climate hazards - Identify which parts of your community (e.g., assets, services, systems, values) could be impacted by the climate hazards - Develop climate impact statements for each combination of climate hazard and impact	<input type="checkbox"/> We have not completed for any climate hazards <input checked="" type="checkbox"/> We have completed for a single climate hazard <input type="checkbox"/> We have completed for multiple climate hazards <input type="checkbox"/> We have completed for all relevant climate hazards	- Engage stakeholders from various sectors and communities to gather input and perspectives on adaptation needs and priorities - Consider the social and political histories of the community and how they may overlap with climate impacts - Develop awareness and understanding of the unique contributions of Indigenous knowledges to developing climate adaptation - Listen to and document insights from local and regional First Nations, Métis, Inuit, and urban Indigenous Peoples, communities, and organizations about climate hazards, impacts, and actions to build adaptation - Identify impacts on essential services and resources critical for equity-deserving groups	<input type="checkbox"/> We have not integrated Reconciliation+AREI <input checked="" type="checkbox"/> We have somewhat integrated Reconciliation+AREI <input type="checkbox"/> We have integrated Reconciliation+AREI
Proceed to Milestone 7.						
Please provide notes that describe how you have achieved this milestone		We identified climate risks and potential impacts in the Township Climate Action Plan and in the Township Emergency Management Plan. We have focused				

Milestone No	Milestone	Service Areas	Activities to Progress in Service Areas/Climate Hazards	Climate Hazards	Activities to Progress in Reconciliation Anti Racism Equity and Inclusion (Reconciliation+AREI)	Reconciliation Anti Racism Equity Inclusion (Reconciliation+AREI)
7	Analyze and evaluate climate risks Assess the community's vulnerability to the identified impacts and their likelihood and consequence.	<input type="checkbox"/> We have not completed for any service areas <input checked="" type="checkbox"/> We have completed for at least one service area <input type="checkbox"/> We have completed for all core service areas <input type="checkbox"/> We have completed for all service areas	- Determine the vulnerability of each affected part of the community to the associated climate change - Determine the likelihood (probability) of the climate hazard and consequences (known or estimated consequences) of the impact on the community using the consequence and likelihood framework developed - Use the likelihood and consequence information to determine an overall risk score - Undertake engagement with staff and external groups to review and validate the risk scores	<input type="checkbox"/> We have not completed for any climate hazards <input checked="" type="checkbox"/> We have completed for a single climate hazard <input type="checkbox"/> We have completed for multiple climate hazards <input type="checkbox"/> We have completed for all relevant climate hazards	- Analyze differences in vulnerability, likelihood, and consequence of impacts on different demographic groups, particularly vulnerable and equity-deserving populations - Determine how climate impacts may exacerbate existing inequities - Include equity considerations in risk scoring process - Engage with equity-deserving communities to validate and refine risk assessments	<input type="checkbox"/> We have not integrated Reconciliation+AREI <input checked="" type="checkbox"/> We have somewhat integrated Reconciliation+AREI <input type="checkbox"/> We have integrated Reconciliation+AREI
Please provide notes that describe how you have achieved this milestone						
We have assessed vulnerability to climate impacts through the Township Emergency Management Plan.						

Milestone No	Milestone	Service Areas	Activities to Progress in Service Areas/Climate Hazards	Climate Hazards	Activities to Progress in Reconciliation Anti Racism Equity and Inclusion (Reconciliation+AREI)	Reconciliation Anti Racism Equity Inclusion (Reconciliation+AREI)
8	<p>Develop a climate adaptation plan</p> <p>Prepare a climate adaptation plan that outlines a vision, goals, and actions to help the community adapt to climate change while meeting community needs and objectives.</p>	<p><input type="checkbox"/> We have not completed for any service areas</p> <p><input checked="" type="checkbox"/> We have completed for at least one service area</p> <p><input type="checkbox"/> We have completed for all core service areas</p> <p><input type="checkbox"/> We have completed for all service areas</p>	<p>- Establish a climate adaptation vision, objectives, and goals</p> <p>- Secure buy-in and endorsement for adaptation goals and objectives</p> <p>- Work with staff and external groups to identify actions that effectively address climate risks</p> <p>- Refine, prioritize, and select adaptation actions</p> <p>- Identify opportunities to integrate adaptation actions with other projects or plans</p> <p>- For selected adaptation actions, identify relevant information such as potential drivers and constraints, roles and responsibilities, timelines, costs and benefits, sources of funding, specific targets</p> <p>- Document actions into climate adaptation plan</p> <p>- Seek approval and support of Council, staff, partners, and community</p>	<p><input type="checkbox"/> We have not completed for any climate hazards</p> <p><input type="checkbox"/> We have completed for a single climate hazard</p> <p><input type="checkbox"/> We have completed for multiple climate hazards</p> <p><input type="checkbox"/> We have completed for all relevant climate hazards</p>	<p>- Engage with local and regional First Nations, Métis, Inuit, and urban Indigenous Peoples, communities, and organizations, as well as community organizations, stakeholders, and the public to gather input on potential adaptation actions</p> <p>- Engage with equity-deserving communities to inform the identification and selection of climate adaptation actions</p> <p>- Incorporate Indigenous knowledges and practices into the climate adaptation plan</p> <p>- Include benefits to equity-deserving groups as a weighted criterion when prioritizing adaptation actions</p> <p>- Include Reconciliation+AREI metrics and targets</p> <p>- Ensure the plan is accessible and understandable to diverse community members</p>	<p><input type="checkbox"/> We have not integrated Reconciliation+AREI</p> <p><input type="checkbox"/> We have somewhat integrated Reconciliation+AREI</p> <p><input type="checkbox"/> We have integrated Reconciliation+AREI</p>
Please provide notes that describe how you have achieved this milestone		We have established a policy for opening cooling/water/phone charging centres during high heat/humidity or power outages in the summer.				

<p>Step 2. Reflect "Where do we want to go?"</p> <p>By answering this question, you can start envisioning what climate resilience looks like for your community.</p> <p>Based on your Self-Assessment, what are your priorities for progression over the next 2 years? What activities could you undertake?</p>	<p>We need to identify the most likely risks and then the geographic locations of high risk for climate impacts and the location of vulnerable populations to determine what adaptation actions will be priorities.</p>
<p>Step 3. Identify "How could we get there?"</p> <p>By reviewing the activities related to each level of progression, you can start identifying specific steps that will help you move between each level of progression in the Self-Assessment and toward your vision of climate resilience.</p>	<p>Identify climate adaptation actions and who will be responsible for implementation. Obtain Council support for adaptation actions. Identify costs and funding sources to advance priority climate adaptation actions. Identify partners (including Indigenous and equity deserving groups). Connect climate adaptation actions to Reconciliation, equity, anti-racism, etc. Reach out to populations disproportionately impacted by climate change to discuss potential adaptation actions that would benefit them.</p>

Pillar 3: Implementation and Integration
Step 1. Assess "Where are we at?"

By selecting the statements at each level of progression that best represent your organization, you can assess your starting place and what work has already been done to adapt to climate change.

Milestone No.	Milestone	Not Yet Started	Activities to Get Started (Not Yet Started to Some Progress Made)	Some Progress Made	Activities to Drive progress (Some Progress Made to More Progress Made)	More Progress Made	Activities to Strengthen approach (More Progress Made to Advanced Practices)	Advanced Practices
9	Implement climate adaptation plan Identify, plan, and execute actions that implement the climate adaptation plan in Reconciliation+ABE-informed ways.	<input checked="" type="checkbox"/> We have Not Yet Started implementing our climate adaptation plan	Integration Identify the current state of work related to climate adaptation and identify gaps Select a few high priority or high-viability actions to implement Identify Tools, responsibilities, and available budget for implementing priority climate adaptation actions Identify a schedule and draft a work plan to implement priority actions in the climate adaptation plan Seek input from local and regional First Nations, Métis, Inuit, and urban Indigenous Peoples, communities, and organizations to inform prioritization and implementation of activities Seek input from equity-deserving communities to inform prioritization and implementation of activities	<input checked="" type="checkbox"/> We have identified priorities and timelines for implementing actions in our climate adaptation plan <input type="checkbox"/> We have assigned clear roles and responsibilities for priority actions <input type="checkbox"/> We have identified what resources are required to implement our climate adaptation plan	<input type="checkbox"/> Procure external services as necessary to supplement internal efforts and skills Based on progress and challenges, update and refine the schedule and work plan to implement actions in the climate adaptation plan Identify and secure ongoing funding sources to support the implementation of the climate adaptation plan Maintain open two-way communication with local and regional First Nations, Métis, Inuit, and urban Indigenous Peoples, communities, and organizations throughout implementation Maintain open two-way communication with equity-deserving communities throughout implementation	<input checked="" type="checkbox"/> We are implementing some priorities from our climate adaptation plan	<input type="checkbox"/> Identify and initiate additional adaptation projects based on priorities, progress, and lessons learned Based on progress and challenges, update and refine the schedule and work plan to implement actions in the climate adaptation plan Update the climate adaptation plan with new information, lessons learned, and evolving context	<input checked="" type="checkbox"/> At any given time, we are implementing multiple priorities from our climate adaptation plan
Please provide notes that describe how you have achieved this milestone		We don't have a completed Adaptation Plan to implement yet.						

10	Integrate into organizational systems, processes, and plans Bring climate adaptation considerations into planning, decision-making, and processes in Reconciliation+ABE-informed ways.	<input checked="" type="checkbox"/> We have Not Yet Started integrating climate adaptation considerations into organizational systems, processes, and plans	Integration Identify how organizational goals and priorities can be achieved in a way that aligns with the climate adaptation plan Identify potential challenges or conflicts between the climate adaptation strategy and existing systems, processes, and plans Review existing climate, infrastructure, land use, environmental, and emergency preparedness policies for opportunities to integrate the climate risk assessment and adaptation plan Identify specific plans, policies, or processes where climate adaptation considerations can be effectively integrated, such as infrastructure planning, asset management, land use management, emergency preparedness, and public health initiatives Select priority areas to begin integration. Consider smaller-scale pilots or ways of testing out integration to build broader support. Identify opportunities to integrate climate adaptation into systems, processes, and plans in ways that advance equity and reconciliation	<input type="checkbox"/> We have identified how we can integrate climate adaptation considerations into our priority areas Relevance <input type="checkbox"/> We have identified some areas where our processes and systems for planning and decision-making could be changed to help our community adapt to climate change. <input type="checkbox"/> We have identified priorities for integrating climate adaptation considerations into processes and systems	<input type="checkbox"/> Expand early attempts to integrate climate considerations into plans or processes by integrating climate considerations into other processes and plans. Continue to identify opportunities to integrate climate adaptation into systems, processes, and plans in ways that advance equity and reconciliation Relevance Based on your community's understanding of climate risks, identify which plans and decision-processes have the greatest impact on your community's ability to adapt to climate change. Engage internal stakeholders as relevant to determine how plans and processes can be updated to integrate climate considerations	<input type="checkbox"/> Climate adaptation considerations are integrated into some of our systems, processes, and plans	<input type="checkbox"/> Develop Tools, information, guidelines, standards, or protocols that enable staff to integrate climate considerations into their work Embed climate adaptation actions and considerations when developing and prioritizing capital and operational plans Incorporate climate adaptation into formal role descriptions and responsibilities Identify opportunities to integrate climate adaptation into systems, processes, and plans in ways that advance equity and reconciliation	<input type="checkbox"/> Climate adaptation is a lens through which we evaluate all our systems, processes, plans, and operations We have a policy(ies) to include climate adaptation in the development of relevant new systems, processes, and/or plans
Please provide notes that describe how you have achieved this milestone		(how you have achieved this milestone, enter text here)						

11	Monitor and review Track information relevant to the climate risk assessment and adaptation plan and their implementation and integration.	<input checked="" type="checkbox"/> We have Not Yet Started monitoring and integration of our climate risk assessment and adaptation plan	Monitor Identify what components of the climate adaptation plan will be monitored and how often. At a minimum, consider how to monitor climate risks and implementation of adaptation actions Identify key information needed to monitor the identified components. Consider both quantitative and qualitative data. Focus on what is most meaningful rather than trying to monitor everything Identify potential monitoring methods Determine responsibilities, Tools, and resources required for monitoring	<input type="checkbox"/> We have identified how we will monitor the implementation and integration of our climate adaptation plan, including roles and responsibilities <input type="checkbox"/> We have identified the information needed to track to monitor the implementation and integration of our climate adaptation plan <input type="checkbox"/> We have identified any financial resources required to monitor the implementation and integration of our climate adaptation plan	Monitor Start collecting and tracking key information related to the implementation and integration of the climate adaptation plan Ensure data is accessible and updated regularly Secure and allocate necessary resources for ongoing monitoring activities Determine specific metrics related to Reconciliation+ABE to track Track potential unintended impacts (e.g. displacement, safety concerns) on equity-deserving groups Review Analyze monitoring data to identify successes and challenges in the implementation and integration of the climate adaptation plan	<input type="checkbox"/> We are monitoring key climate and community data related to our climate risks and climate adaptation plan We are monitoring the status of projects that address the risks identified in the climate risk assessment and support our climate adaptation plan We are monitoring the integration of our climate risk assessment and climate considerations into systems, processes, and plans We have secured the financial resources required to monitor the implementation and integration of our climate adaptation plan We have identified Reconciliation+ABE metrics related to the implementation and integration of our climate adaptation plan	<input type="checkbox"/> Develop a formal framework and system for monitoring climate adaptation progress over time, including indicators, benchmarks, trends, and lessons. Use technology and Tools to streamline data collection and analysis. Determine specific metrics related to Reconciliation+ABE to track Track potential unintended impacts (e.g. displacement, safety concerns) on equity-deserving groups Review Identify both intended and unintended impacts of implementing and integrating the climate adaptation plan Review the impact(s) of implementing our climate action plan and adjust our approach as needed We regularly review and update our systems, processes, and plans to enhance how we are integrating climate considerations We share insights from our climate adaptation work with relevant audiences	<input type="checkbox"/> We have established a framework and system for monitoring our climate adaptation progress We measure and report on outcomes of implementing and integrating our climate adaptation plan related to Reconciliation+ABE
Please provide notes that describe how you have achieved this milestone		(how you have achieved this milestone, enter text here)						

Step 2. Reflect "Where do we want to go?" By answering this question, you can start envisioning what climate resilience looks like for your community. Based on your Self-Assessment, what are your priorities for improvement over the next 2 years? What activities could you undertake?	We want to create an adaptation plan and identify priority actions so they can be identified in the budget process for funding or for grant applications.
Step 3. Identify "How could we get there?" By reviewing the activities related to each level of progression, you can start identifying specific steps that will help you move between each level of progression in the Self-Assessment and toward your vision of climate resilience.	Making use of our interim to gather some of the information we need and start drafting a climate adaptation plan so Council can make decisions on priorities to fund.

Proceed to Milestone 10.

Proceed to Milestone 11.

Proceed to questions below and then to Snapshot and Roadmap sheet.

Snapshot

Step 4. Review your Snapshot

People, Partnerships, Governance

Internal resourcing and collaboration	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 3 of 15 outcomes
External collaboration and partnerships	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 2 of 10 outcomes
Council commitment and climate adaptation policy	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 4 of 12 outcomes
Engagement, awareness, and education	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 5 of 18 outcomes

Risk and Adaptation Planning

Prepare - establish the foundation	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 3 of 8 outcomes
Identify climate impacts	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 3 of 8 outcomes
Analyze and evaluate climate risks	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 3 of 8 outcomes
Develop a climate adaptation plan	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 1 of 8 outcomes

Implementation and Integration

Implement climate adaptation plan	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 0 of 5 outcomes
Integrate into organizational systems, processes, and plans	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 0 of 7 outcomes
Monitor and review	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	You have progressed in 0 of 16 outcomes

Based on your Self-Assessment results, your community **DOES NOT** have a completed and documented climate risk assessment and adaptation plan.
It is recommended that you prioritize a community-wide, all-hazard climate risk assessment and adaptation plan as your next step.

Roadmap

refer to potential activities you have identified in Step 3

Step 5. Chart your Roadmap

Priority Level	Activity
1	<i>It is recommended that you prioritize a community-wide, all-hazard climate risk assessment and adaptation plan as your next step.</i>
2	<i>(what possible next step could you take?)</i>
3	<i>(what possible next step could you take?)</i>
4	<i>(what possible next step could you take?)</i>
5	<i>(what possible next step could you take?)</i>