

A photograph of a person walking a small black dog on a dirt path through a dense forest with tall trees and vibrant green foliage. The scene is bright and sunny, with sunlight filtering through the leaves.

# ECS Lunch and Learn

*Supporting internal knowledge transfer within TRCA*

November 15, 2022



# Toronto and Region Conservation Authority Strategic Plan 2023-2034

## TRCA All Staff Webinar

November 2022







# What You'll Learn About



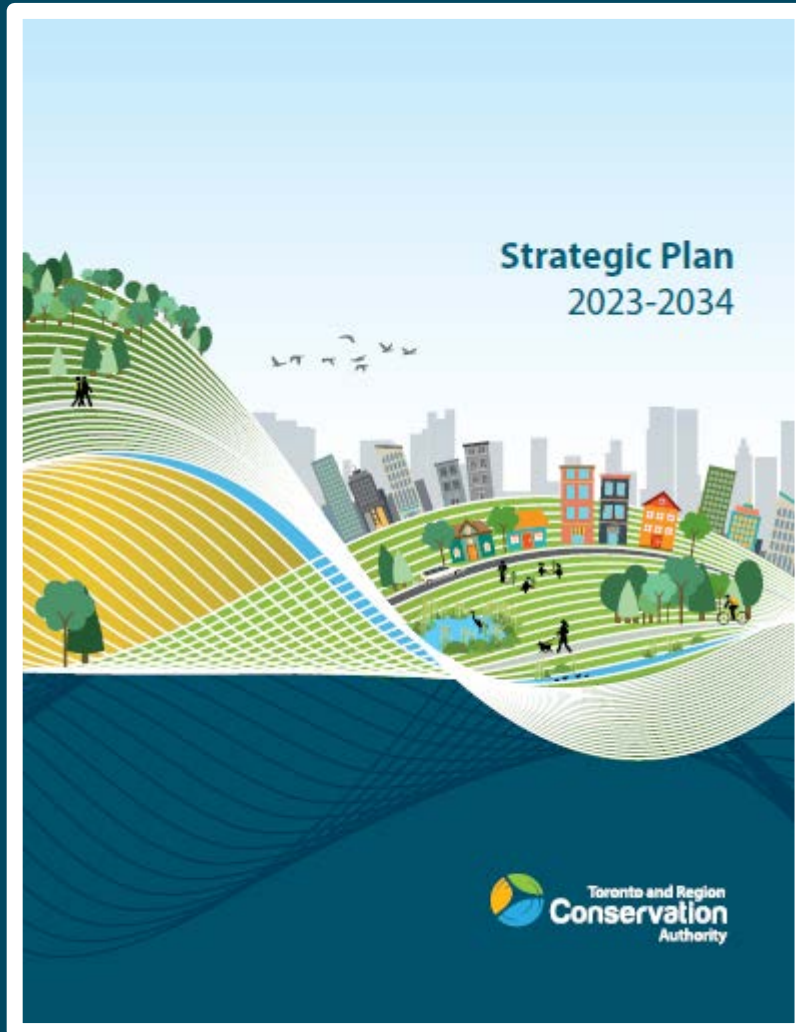
## TRCA's Strategic Plan



## Our Playbook

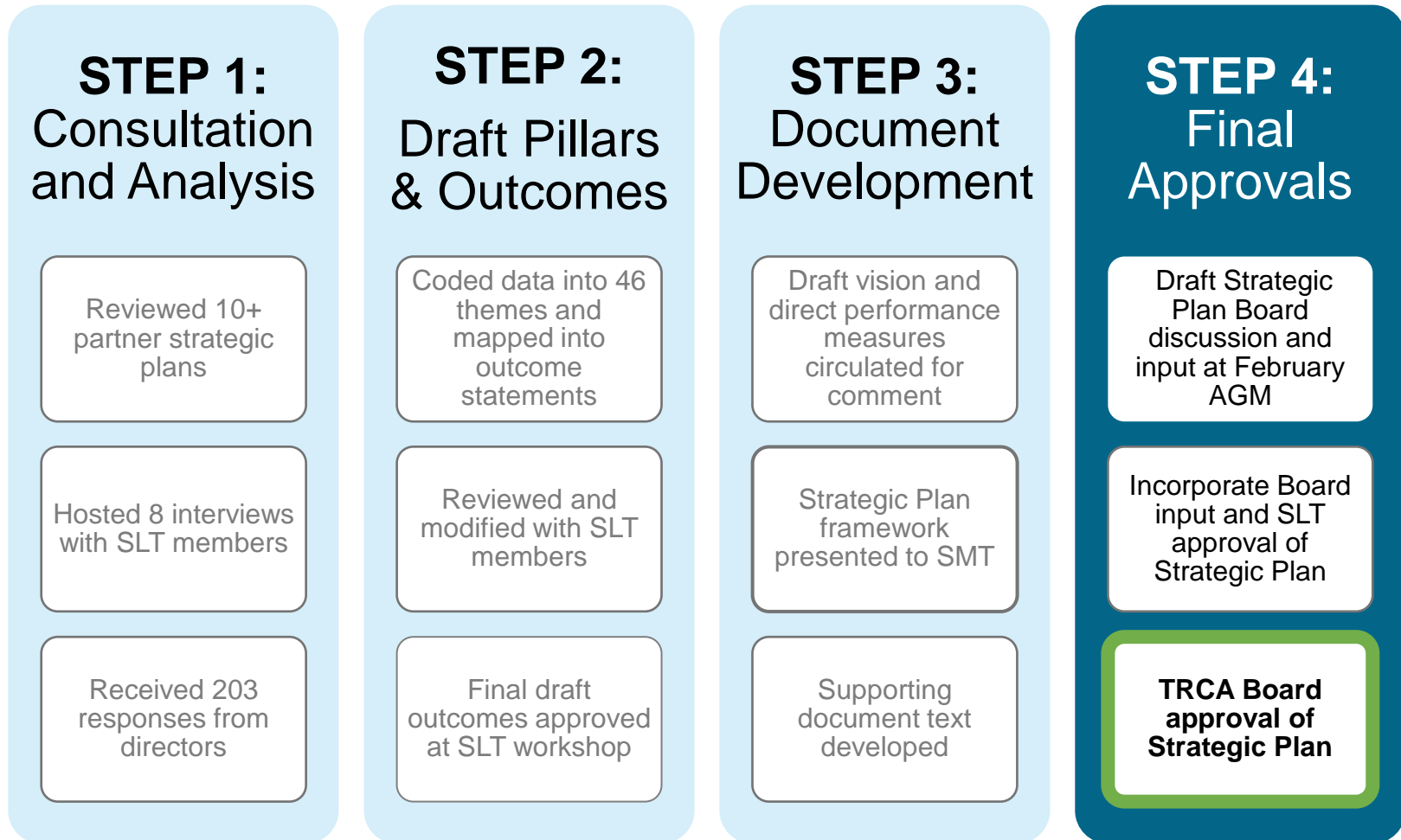


## Your Role



# Our New Plan!

# Strategic Plan Development Process



# Strategic Plan Structure



# Vision and Mission

## Vision

The achievement of safe and resilient communities.

## Mission

The provincial leader in conserving, restoring and managing natural resources to advance safe and sustainable development.



# Core Values and Behaviours

**Working with government and the communities we serve to achieve collective impact and advance shared goals.**

**Integrity**

**Collaboration**

**Accountability**

**Respect**

**Excellence**



# About Us

Since 1957, Toronto and Region Conservation Authority (TRCA), as enabled through the provincial **Conservation Authorities Act**, has taken action to enhance our region's natural environment and protect our land, water and communities from the impacts of flooding and increasingly extreme weather events – Ontario's leading cause of public emergencies.

As the region's **first line of defence against natural hazards**, TRCA maintains vital infrastructure and provides programs and services that promote public health and safety, **protecting people and property**.

TRCA mobilizes a **science-based approach** to provide sound policy advice, leveraging its position as a not-for-profit operating in the broader public sector to achieve **collective impacts** within our communities and across all levels of government.

TRCA's jurisdiction includes **nine watersheds** and their Lake Ontario shorelines, spanning **six upper-tier and fifteen lower-tier municipalities** and representing almost **five million people**, approximately 10% of Canada's population.



# Strategic Plan: Pillars



## PILLAR 1 Environmental Protection and Hazard Management

### GOAL:

Mitigating hazard risks to communities and protecting the natural environment



## PILLAR 2 Knowledge Economy

### GOAL:

Contributing to environmental targets through knowledge advancement



## PILLAR 3 Community Prosperity

### GOAL:

Building communities that drive local action and improve wellbeing



## PILLAR 4 Service Excellence

### GOAL:

Customer service excellence for efficient service delivery to adapt to a changing environment



## **PILLAR 1**

### **Environmental Protection and Management**

- 1.1 Deliver provincially mandated services pertaining to natural hazards including flood and erosion
- 1.2 Leadership in greenspace conservation
- 1.3 Maintain healthy and resilient watershed ecosystems in the face of a changing climate
- 1.4 Balance development and growth to protect the natural environment ensuring safe sustainable development



## **PILLAR 2**

### **Knowledge Economy**

- 2.1 Research and development that drives innovation and climate-based solutions
- 2.2 Collaboration to advance a green transition
- 2.3 Advocacy and adaptability in the face of policy pressures
- 2.4 Integrate environmental considerations and science into decision making





## PILLAR 3

### Community Prosperity

**3.1 Connect communities to nature and greenspace**

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**3.2 A culture of diversity, equity and inclusion contributing to community wellbeing**

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**3.3 Informed citizens are conservation champions**

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**3.4 Inspired communities take environmental action**



## PILLAR 4

### Service Excellence

**4.1 A strong and skilled workforce**

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**4.2 Provide and manage an efficient and adaptable organization**

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**4.3 Responsive relationships and a trusted brand with a reputation for excellence**

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**4.4 Transparent decision making and accountable results**



# Check Point:

**Our new Strategic Plan has:**

\_\_\_\_ pillars,  
\_\_\_\_ outcomes,  
and will last us  
\_\_\_\_ years



# What You'll Learn About



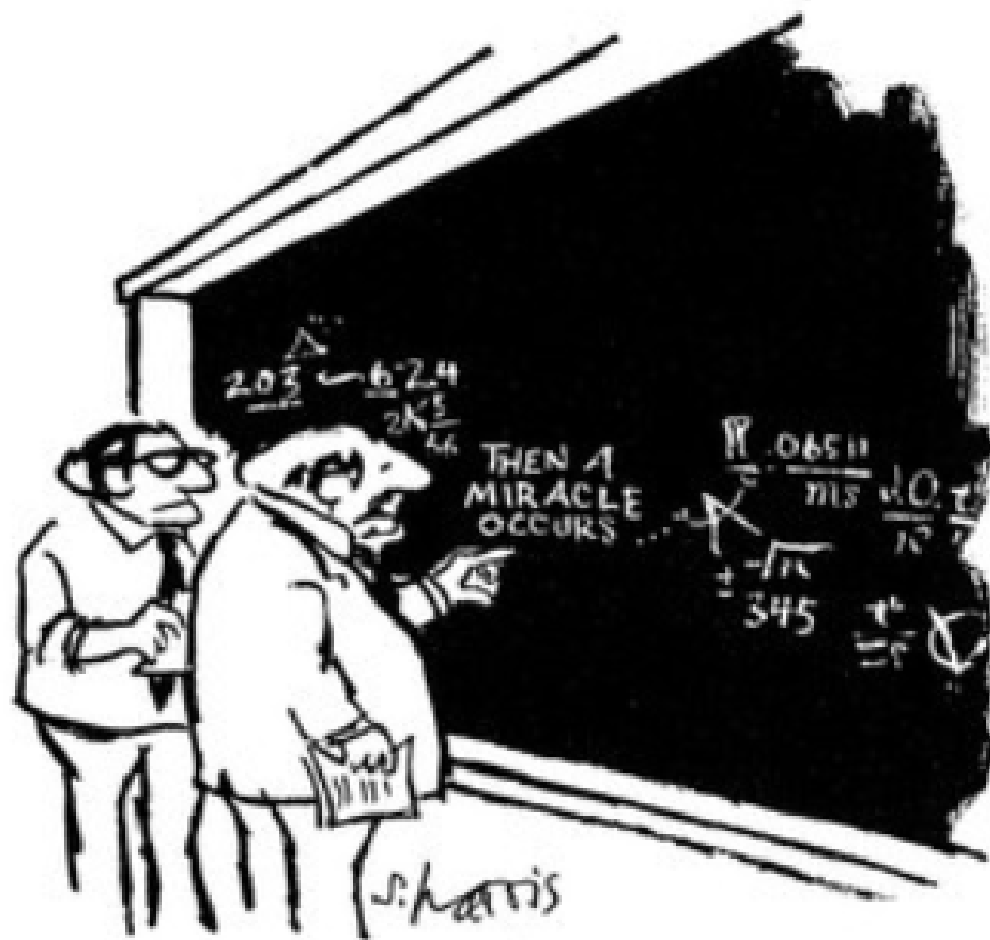
**TRCA's Strategic Plan**



**Our Playbook**



**Your Role**



**"I think you should be more explicit here in step two."**



# Strategic Plan Structure



# TRCA VISION, MISSION, BEHAVIOUR AND CORE VALUES

## STRATEGIC PLAN PILLARS

### STRATEGIC PLAN OUTCOMES

**PHASE 3 - Impacts and Targets (2031-2034)**

**PHASE 2 - Impacts and Targets (2027-2030)**

**PHASE 1 - Impacts and Targets (2023-2026)**

**Annual Report Measures**

**Annual Smart Deliverables**



# Strategic Playbook



# Strategic Plan Structure & Timelines





# **Check Point:**

**The Playbook was designed to:**

- A) Always Change**
- B) Never Change**
- C) Change As Needed**



# What You'll Learn About



TRCA's Strategic Plan



Our Playbook



**Your Role**

# Strategic Playbook Alignment By Division

CEO's Office	Corporate Services	Human Resources	Education and Training	Conservation Parks and Lands	Restoration and Infrastructure	Development and Engineering Services	Policy Planning
Government and Community Relations 3.3 4.2 4.3 4.4	Clerk's Office 4.2	Employee Relations 4.1 4.2 4.4	School and Public Programs 3.2 3.3 3.4	Conservation Parks 3.1 3.3	Restoration and Resource Management Projects 1.3 3.1 3.4	Engineering Services 1.1	Planning and Policy - Provincial and Regional Policy 1.4
Communications, Marketing and Events 4.3	Learning and Development 4.1 4.4	Corporate Sustainability and Community Transformation 2.2 2.4 4.2	Conservation Lands 1.2 3.3	Construction Services 2.4 4.2	Development Planning and Permits 1.4 2.3	Planning and Policy - Planning Ecology 1.4 2.3 2.4	
Finance 4.2 4.4	Health and Safety 4.1 4.4	Sustainable Neighbourhoods 3.4	Partner in Project Green 2.2	Professional Services 3.1 3.2	Infrastructure Planning and Permits 1.4 2.3	Source Water Protection	
Strategic Business Planning and Performance 4.2			Sustainable Technologies Evaluation Program 2.1 2.2 2.4	Erosion Risk Management 1.1	Watershed Planning and Ecosystem Science 1.3 3.1 3.4	Enforcement and Compliance 1.2 1.4 2.3 2.4	
Property, Assets and Risk Management 1.2 3.2 4.2			Black Creek Pioneer Village 3.2 3.4				
Information Technology and Records Management 4.2 4.4							

Pillar 1 - Playbook Outcomes

Pillar 2 - Playbook Outcomes

Pillar 3 - Playbook Outcomes

Pillar 4 - Playbook Outcomes



# Playbook by Division Sheets

2023-2026 Playbook Development and Engineering Services			
Strategic Outcome Alignment	Annual Actions / SMART Deliverables What we plan to do	Annual Metric The measure of what was done	Term Impact What we're trying to achieve by 2026
Business Unit: Watershed Planning and Ecosystem Science			
1.3	Complete development of Etobicoke Creek Watershed Plan, including Board approval	% of Etobicoke Creek Watershed Plan developed	Improve understanding of current and future state of TRCA's watersheds and ecosystems and identify actions needed to achieve watershed health
1.3	Complete development of Humber River Watershed Plan, including Board approval	% of Humber River Watershed Plan Developed	
1.3	Initiate watershed plan #3	% of watershed plan #3 developed	
1.3	Establish Implementation Steering Committee and prioritize implementation actions	% of implementation actions underway	Improve ability to track effective implementation of recommendations by partners and on-the-ground impact
1.3	Complete review of TRCA's regional monitoring and inventory program to evaluate on-the-ground changes to the natural environment and ecosystems in the face of land use and climate change and continue data collection	% of updated monitoring review report and framework completed # of program adaptations per the monitoring review # of requested data collection to support other projects completed	Improve ability to monitor and evaluate changes in the ecosystem and watersheds to identify key gaps and inform decision making
1.3	Implement Toronto Waterfront Aquatic Habitat Restoration Strategy (TWAHRS) and develop Waterfront Integrated Restoration Planning (IRP) tool	% of TWAHRS recommendations implemented	
1.3		% of Waterfront IRP tool developed (RP1) # of terrestrial and aquatic restoration projects completed	
2.1	Strengthen internal and external partnerships and collaborations to undertake 4 collaborative research initiatives that fill priority knowledge gaps	# of collaborative research initiatives undertaken	Identify priority knowledge gaps through continued maintenance and update of the TRCA Research Agenda
2.1	Update the TRCA Research Agenda every four years to identify priority knowledge gaps	% of TRCA Research Agenda reviewed and updated	
2.1	Invest in building and maintaining staff scientific expertise, increasing innovation and strengthening long-term partnerships with research communities	# of knowledge sharing events participated in # of scientific publications	
2.1	Test 1-2 new technologies that innovate approaches to data collection or analyses	# of new technologies tested	
2.1	Complete 1-2 new projects that support climate change adaptation	# of projects completed that support climate change adaptations	
2.1	Share knowledge through participation in 10 knowledge sharing events per year.	# of knowledge sharing events participated in	





# **Check Point:**

**I understand  
how to use the  
Strategic Plan  
and Playbook**

**THANK YOU**

[www.trca.ca](http://www.trca.ca)



# TRCA Climate Change Symposium Next Week!

## CLIMATE CHANGE SYMPOSIUM

Impacts of Climate Change on Health and Equity in the Greater Toronto Area

November 23, 2022



Toronto and Region  
**Conservation**  
Authority

## PANEL DISCUSSION



**Catherine Macdonald,**  
Alliance for Healthier  
Communities



**Fiona Miller,**  
University of Toronto



**Imara Ajani Rolston,**  
University of Toronto



**Sean Kidd,**  
Centre for Addiction  
and Mental Health and  
University of Toronto



**Shannon Johnson,**  
Dalhousie University



### MODERATOR

**Victoria Kramkowski,**  
Government and Community Relations Specialist,  
Toronto and Region Conservation Authority

# Upcoming ECS Lunch and Learns!

Tuesday, December 13  
11:00am-12:00pm

**Update on TRCA's  
New Head Office**

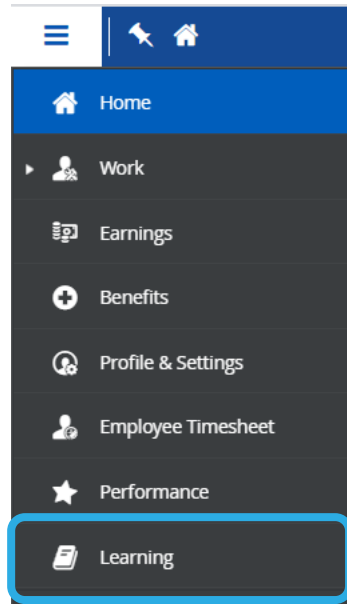
By Bernie McIntyre  
and Steve Heuchert


Thursday, December 15  
11:00am-12:00pm

**Dam Safety**

By Craig Mitchell

# Learning Management System



 Course Catalog

CATEGORIES


FILTERS

Lunch and Learn

X

Q

4 items




New

Lunch and Learn: Teams, OneDrive and SharePoint

EN

Webinar




New

Lunch and Learn: Hobbies for Mental and Physical Health (Please read...

EN

ILT (Instructor-Led Training)




New

Lunch and Learn: Thermal Imaging for Restoration and Conservation

ENROLLED

EN

Webinar



New

Lunch and Learn: Natural Heritage System Update

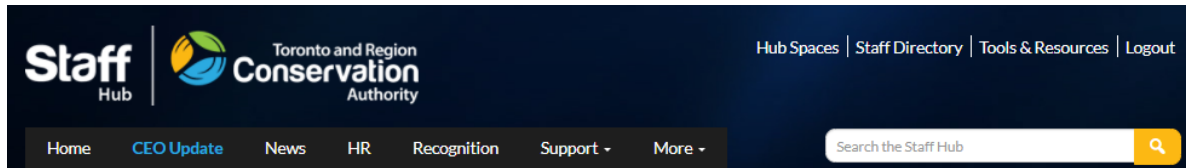
ENROLLED

EN

Webinar



# Scientific Knowledge Sharing Hub



[Home](#) > [Scientific Knowledge Sharing](#)

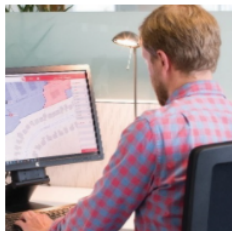
## Scientific Knowledge Sharing

Evidence-based decision making is at the core of what TRCA does. Several of our Business Units engage in generating new scientific knowledge to support watershed management actions and decisions.

It is critical that the knowledge generated is effectively shared.

The Scientific Knowledge Sharing platform is dedicated to sharing the latest scientific knowledge generated by TRCA and our partners. It is a place where staff can learn about and engage in the scientific work TRCA is undertaking.

**PLEASE NOTE:** There are several TRCA teams engaged in generating new scientific knowledge. Currently the content on the platform is specific to the Watershed Planning and Ecosystem Science business unit. Additional content from other TRCA teams will be added as the platform develops.



### Knowledge Sharing: Learn More

- [Watershed and Ecosystems Reporting Hub](#)
- [Environmental Monitoring](#)
- [Research and Science Working Group](#)
- [TRCA Research Agenda](#)
- [Development and Engineering Services Hub Space](#)

[SUBMIT A RESOURCE](#)

[GET E-MAIL UPDATES](#)

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### Knowledge Sharing: Latest Updates

[Knowledge Sharing - Climate Change Analysis at the Local Scale](#)

April 19, 2021 by Hub Admin [Featured](#)

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## EXPLORE THE RESOURCE LIBRARY

[Newsletters](#) +

[Open Data & Information](#) +

[Plans and Strategies](#) +

[Presentations to Partners](#) +

[Reports and Technical Papers](#) +

[Scientific Papers](#) +

[Technical Protocols & Best Practices](#) +

[Videos](#) +

[Webinars and Lunch & Learns](#) +

The collage consists of 25 individual presentation slides from the TRCA, arranged in a grid-like fashion. Each slide features the TRCA logo and a date. The topics covered include:

- Watersheds and Ecosystems Reporting:** Draft Web Application (Sept 21, 2020), Lake Ontario Restoration Initiatives (Jan 24, 2021), Broadview and Eastern Flood Protection (Aug 4, 2021), Making the Connection (Sept 14, 2022).
- Introduction to the LID Treatment Train Tool:** (Nov 5, 2020).
- TrCA's Recent Floodplain Mapping Updates:** (Nov 10, 2020).
- Working with Indigenous Communities:** Lunch and Learn (Nov 17, 2020).
- Green Infrastructure in Asset Management Planning:** (Dec 8, 2020).
- Evaluating the effectiveness of fish habitat restoration across the Toronto waterfront:** (Jan 24, 2021).
- Erosion Risk Management Program:** Lunch and Learn Presentation (Jan 24, 2021).
- The Meadowway:** Research Overview (Presented by TRCA).
- TRCA's Natural Heritage System Update:** (24 Mar 2021).
- Thermal imaging for ecosystem conservation and restoration:** (Presented by Jonas Hamberg).
- Precision Biomonitoring Webinar Series:** eDNA: Applications, Advantages and Implications! (May 12, 2021).
- Lunch and Learn:** Wetlands, Warehouses or Both? – The Story of Project Lonestar and the Lower Duffins Wetland Complex (May 12, 2021).
- Long-Term Monitoring of Lake Ontario Coastal Wetlands:** Reveals Distinct Water Quality Profiles Associated with Hydrogeomorphic Type (June 29, 2021).
- Watershed and Ecosystems Reporting Hub:** Introduction and Demo of TRCA's New Reporting Hub (June 29, 2021).
- TRCA Water Resource System:** Methods and analysis for delineating Key Hydrology (July 14, 2021).
- Port Lands Flood Protection Enabling Infrastructure Project:** 2018-2023 (2021 August 24).
- Urban Landscapes, Biodiversity, and Habitat Connectivity:** (TRCA Lunch and Learn September 14, 2021).
- Wildlife-vehicle collisions and hot spot identification for roads in Peel and York Regions:** (TRCA Lunch and Learn September 14, 2021).
- Biodiversity Offsetting 101:** Lunch and Learn (Dec 17, 2021).
- TRCA Ecosystem Compensation Program:** Lunch and Learn (Dec 15, 2021).
- Excess Soil Management in Ontario:** An Overview of Regulation 406/19 and Implications to TRCA (January 26, 2022).
- Natural Systems Climate Change Adaptation:** Best Practices Review and Applications (29 May 2022).
- Water quality modelling for the Etobicoke Creek Watershed Plan:** (June 29, 2022).
- Credit Valley Conservation:** (Logo slide).
- Conducting Carbon Calculations with Clarity and Consistency:** (Jan 26, 2022).
- Site Suitability Analysis Using Fuzzy Logic:** A GIS-Based Application for Agricultural Best Management Practices (BMPs) (January 26, 2022).
- The work of TRCA's Planning Policy and Regulation Team:** a TRCA team effort (November 5, 2022).
- Exploring TRCA's Biodiversity:** How to get the most from our enormous heritage data set. (December 12, 2020).
- Lake Ontario Fish and Aquatic Ecosystem Health:** (Presented by Gavin Miller, Flora Biologist, Paul Fauna Biologist, and Parth Sheth, GIS Technician) (December 12, 2020).



# Thank you

For questions about the ECS Lunch and Learn Series, please contact:

Sharon Lam  
[sharon.lam@trca.ca](mailto:sharon.lam@trca.ca)