

Prioritized List of Initiatives

Timing	Initiative	Focus Area
Near-term 1-2 years	1. Administrative Procedures Create Administrative Procedure and Standard Work documents to support the consideration of climate change projections, positive and negative risk to operations, and resiliency options creation as part of the implementation of the Triple Bottom Line Policy.	Decisions
	2. Training Create internal training sessions that can be delivered on demand to support workgroups as they build climate change impact understanding and adaptation innovation capacity.	Decisions
	3. Tracking and Data Management Create internal processes and dashboard for climate adaptation strategy key performance indicator tracking. Create a digital historical and future climate data hub to support reliable internal use and updating. Work with internal stakeholders to document what additional climate data points would be useful in decision-making related to asset management and service/program planning.	Decisions
	4. Funding Research Create and maintain a list of existing programs that fund resiliency building projects (include application process and requirements).	Decisions
	5. Pilot Adaptation Initiatives Review major upcoming projects (such as Bus Rapid Transit, Saskatoon Forestry Farm Park & Zoo Master Plan, Winter City Strategy, the new central library, and downtown arena) that may be good candidates for piloting resiliency building options.	Decisions
	6. City Planning for Resilience Continue to work with Planning & Development to review current land use, zoning, and urban/regional design practices to ensure current requirements provide adequate flexibility to support resiliency building.	Decisions
	7. Share Knowledge and Nurture Partnerships Work with the Global Institute for Water Security, Global Water Futures, Saskatchewan Research Council, Prairie Climate Atlas, and Canadian Centre for Climate Services to define ways to visualize climate change projection data to improve corporate impact and risk assessment discussions, inform user-driven science, and aid in public education campaigns.	Decisions
	8. Identify work impacted by climate change Review and inventory all job descriptions and collective bargaining agreements of workgroups with outdoor staff to identify existing language and requirements regarding work in hot/cold conditions.	Staff
	15. Climate change scenarios and responses Define worst-case climate change scenarios and graduated administrative responses with core service providers, including water, electricity, waste management, transit, parks management, recreation, and mobility management	Services

Timing	Initiative	Focus Area
	<p>16. Communications planning Proactively define communication tools, key messaging, and delivery mechanisms to rapidly inform residents, businesses, and organizations of service level changes required due to administrative responses to extreme heat/cold/wind, intense summer/winter storms, prolonged drought, increasing pest populations, and intense precipitation events.</p>	Services
	<p>20. Define appropriate evacuation and shelter procedures Continue to work with the Saskatchewan Public Safety Agency, City stakeholders, external partners, and at-risk communities to define efficient, culturally appropriate evacuation processes and suitable temporary housing locations that balance the needs of those in unsafe situations with the needs of Saskatoon residents.</p>	Services
	<p>24. Design assets in alignment with climate projections Develop and document processes that allow future climate projections to be considered in the design of new and upgraded corporate assets.</p>	Assets
	<p>25. Review standards for resiliency Review all corporate design/ construction standards and building code requirements against projected climate change in order to identify and inventory areas where future conditions could surpass current thresholds.</p>	Assets
	<p>26. Regional collaboration Network and share information with other municipalities that will likely experience Saskatoon's projected climate conditions.</p>	Assets
	<p>27. Division collaboration Continue to participate in Saskatoon Water's design curve update project to inform climate projection and risk management through asset design.</p>	Assets
Mid-term: 3-6 years	<p>9. Condition assessments Conduct a staff safety and productivity assessment of outdoor activities under extreme heat and extreme cold in order to define potential thresholds where non-essential services are stopped until favourable climate conditions return.</p>	Staff
	<p>18. Plan for post-event emergency resourcing Explore opportunities to use cross-training and/or temporary staff reassignments, mutual aid agreements and/or private-sector contractors, when appropriate, to add capacity to post-weather event administrative responses as part of emergency management and service continuity.</p>	Services
	<p>19. Plan for water security Engage with the Water Security Agency to better understand Gardiner Dam operating procedures in order to clearly define resiliency needs. Identify and analyze other water security risks.</p>	Services
	<p>23. Climate change migration Analyze the impacts of "climate refugee" migration to Saskatoon on population growth and service demand.</p>	Services
	<p>28. Species selection for resiliency Support increased use of drought, and pest-resistant native plant species to reduce watering requirements, pest impact and improve biodiversity.</p>	Assets

Timing	Initiative	Focus Area
	29. Retain moisture Support increased soil and mulch/compost cover in planted areas to improve storm water retention and enhance plant viability.	Assets
	30. Local food production Define opportunities to expand and diversify local food production to improve biodiversity and reduce reliance on distant food producing areas also facing significant climate risk.	Assets
Long-term: 7-10 years	10. Alternate duties for extreme conditions Create a list of extreme heat and extreme cold tasks that could be completed by outdoor staff instead of regular duties to increase employee safety and minimize negative salary impacts of non-essential work stoppages.	Staff
	11. Safety and training processes Ensure pest preparedness and extreme heat/cold internal safety training and processes, considering the diversity of the City's workforce.	Staff
	12. Work hours Explore and define alternative scheduling options to reduce the exposure of outdoor staff to the "hottest hours of the day" based on learnings and practices in other municipalities where extreme heat is prevalent.	Staff
	13. Seasonal work terms Discuss current seasonal hiring practices with outdoor staff to meet the needs of more variable seasonal transitions and a potentially longer summer season.	Staff
	14. Pilot development Work with outdoor staff to explore potential pilot projects for extreme heat and cold management and pest preparedness equipment. Examples could include lawn mower canopies, pop-up shade tents, and mosquito netting.	Staff
	17. Flexibility in seasonal transitions Define options to increase flexibility in seasonal equipment turnover practices to improve readiness for highly variable weather and emergencies.	Services
	21. Utility affordability and energy poverty Analyze the affordability of utilities from a social-equity lens and define options to improve affordability.	Services
	22. New services Identify potential new services or changing service levels required due to exacerbated social inequities.	Services

Ongoing Resiliency Initiatives

Examples of initiatives that support corporate resiliency, and that are currently underway, are:

Saskatoon Water annually supports a number of resiliency building programs.

- Be Water Wise is a public education campaign focused on informing residents about reducing water use through mindful landscaping practices (e.g. rain gardening and rain barrels) and home renovations (e.g. low-flow fixtures and appliances).
- The Storm Water Management Credit Program provides opportunities for multi-unit residential and non-residential property owners to lower storm water utility fees through implementation of onsite storm water management and/or water quality (e.g. oil and grit separators) best practices.
- In 2018, the division partnered with the Intact Centre for Climate Adaptation to provide a 50-point home inspection with customized recommendations for residents in flood prone areas to increase their flood resiliency. More than 100 residents took part in the program; free flood risk reduction resources continue to be available [online](#) on the City's website.

The **Emergency Management Organization** provides emergency coordination services and service continuity supports for internal and external partners. It manages notifynow and supports extreme heat and cold weather response strategies for vulnerable populations with external partner organizations as well as incident command and emergency management training for external partner organizations.

The **Saskatoon Fire Department** devotes resources annually to public education on fire, water, and life safety through presentations, programs, and fire hall tours for school-aged children and other targeted audiences.

Community Development and Recreation focuses on building quality of life in Saskatoon through support for community associations, non-profit organizations, community gardening, local sport, and special events, all of which are key drivers of strong communities. In turn, strong communities respond with more innovative and collaborative solutions to all types of challenges, and residents are more likely to check on and have relationships with their neighbours. All these factors contribute to climate resiliency, because they reduce the time it takes for a community to “bounce-back” after unexpected shocks (climate-related or otherwise).

Sustainability supports resiliency-focused public education through Healthy Yards, Student Action for a Sustainable Future, waste diversion campaigns, and Compost Coach programming.

Saskatoon Transit supports existing extreme heat (above 30°C) and cold (below -30°C) weather responses through a Safe Bus Program that sees buses open their doors to anyone needing a ride to a community cooling or warming station free of charge.