
2025

SUSTAINABILITY ANNUAL REPORT



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Summary

The Town of Whitby (Town) remains committed to sustainability and environmentally responsible practices at both the community and corporate levels. In 2025, the Town advanced a wide range of sustainability initiatives that strengthened climate resilience, reduced greenhouse gas (GHG) emissions, and supported community engagement.

Key achievements include:

- Development and Council endorsement of Version 2 of the Whitby Green Standard, an incentive-based framework to encourage higher performing, climate resilient buildings.
- Delivery of emergency preparedness workshops to help residents better protect their homes and families from extreme weather, including guidance on home retrofits, emergency supply kits, and staying informed during severe weather events.
- Launch of Whitby's first Sustainable Neighbourhood Action Program (SNAP) in the West Lynde neighbourhood, engaging more than 750 residents, 90 students and 30 partner organizations and implementing six quick-start green infrastructure and education projects to enhance local climate resilience.
- Conversion of the Combined Heat and Power (CHP) unit at the Whitby Civic Recreation Complex to operate as a backup heating system, achieving GHG emissions reductions equivalent to removing approximately 100 vehicles from the road.
- Planting of more than 1,100 native trees and shrubs through community-led greening initiatives, including a new mini forest at Heber Down Conservation Area and multiple tree-planting events at Rosedale Park, delivered in partnership with LEAF, Central Lake Ontario Conservation Authority, Little Forests Durham, Trees for Life, and community volunteers.

Building on this progress, additional actions are planned for 2026 to further advance Whitby's sustainability objectives. Priority initiatives include:

- Finalizing and presenting Whitby's first Corporate Waste Management Plan to Council, with implementation targeted to begin in spring 2026.
- Developing a new Invasive Species Management Plan to guide prevention, monitoring, and control efforts across the community.
- Initiating a Fleet Electrification Strategy to support the long-term decarbonization of the Town's vehicle fleet.

- Conducting a Deep Energy Feasibility Pathway Study for seven of the Town's highest-emitting facilities to develop actionable, facility-specific carbon reduction roadmaps.
- Commencing the Iroquois Park Sports Centre Deep Energy Retrofit Project, which is expected to deliver up to 450 tCO₂e in annual GHG emissions reductions upon completion over the next three years.

Introduction

The Town of Whitby recognizes that sustainability is a priority, both corporately and within the community. The Town has the following Council-endorsed strategic plans to guide the implementation of sustainability actions:

Community Strategic Plan (2023)

The Community Strategic Plan provides a shared vision and objectives for how the Town Council and Staff will work together to deliver on community priorities. Within Whitby's Community Strategic Plan are four strategic pillars with the second strategic pillar focusing on Whitby's Natural and Built Environment. The actions outlined in this report specifically align with the first objective of this pillar: Demonstrate environmental leadership in sustainability and addressing climate change.

For an update on progress, see the [Community Strategic Plan Progress Report](#).

Climate Emergency Response Plan

The Whitby Climate Emergency Response Plan is the primary mechanism to respond to a changing climate across the **community**. Due to the complexity and different approaches necessary to fully understand the response needed to address climate change, the Whitby Climate Emergency Response Plan has been divided into two phases:

- Phase 1: Resilience
- Phase 2: Mitigation

Phase 1 – Resilience (2022)

Phase 1 involved the development of a Resilience Plan, which was approved by Council in September of 2022. The purpose of the plan is to address the climate changes we already experience in Whitby and expect to experience in the future even with the adoption of greenhouse gas emissions (GHG) mitigation measures. Risk and vulnerability modelling was done by developing two future scenarios for the Town of Whitby:

- An **adapted scenario**, where measures to reduce the direct and indirect risks of climate change are applied across the community; and
- A **business-as-usual scenario**, which includes growth and development without a climate adaptation lens.

To support the achievement of the adaptation actions, a detailed five-year community-led implementation plan has been developed.

Phase 2 – Mitigation (2023)

In December 2023, Climate Emergency Response Plan, Phase 2: Mitigation was completed and endorsed by Council. Phase 2 focused on climate mitigation and identified the sources of GHG emissions in Whitby and provided recommendations to reduce GHG emissions. The Mitigation Plan was developed to help prevent climate change from occurring in the future through the elimination of community GHG emissions.

The development of the Mitigation Plan included modelling the size of the climate challenge in Whitby. The Mitigation Plan provides a low-carbon pathway and recommendations to meet the Town's community-wide GHG emissions reduction targets. Implementing the Mitigation Plan's low-carbon scenario will result in improved energy efficiency in all sectors (i.e., residential, institutional, commercial, and industrial buildings; and transportation) and will create opportunities for economic growth and community development.

Version 2 of the Whitby Green Standard (2025)

Version 1 of the Whitby Green Standard (WGS) was endorsed by Council in September 2020 to help advance a more sustainable community and support Whitby's goal of reducing GHG emissions. It serves as a guide for developers to incorporate sustainability measures into new projects, to make sure these developments contribute positively to the environment and the community. In 2025, the WGS was updated to Version 2, which increases the baseline sustainability requirements for new development. As part of the transition, Council approved a new WGS Incentive Program, which will include staff support, public recognition for high-performing projects, and a one-year pilot financial incentive funded through the Town's allocation from the Housing Accelerator Fund (**Appendix A**).

With the introduction of the Incentive Program, Version 2 of the Whitby Green Standard has shifted to an incentive-based framework. While participation is voluntary, developers are strongly encouraged to achieve Tier 1, which represents a minimum best-practice standard.

Council has also endorsed that all new Town facilities be constructed to achieve Tier 3 of the WGS, demonstrating leadership in municipal climate action and high-performance building design.

Zero Carbon Whitby (2021)

Zero Carbon Whitby was endorsed by Council in March 2021; this plan serves as the Town's Corporate Energy Management Plan.

Zero Carbon Whitby has been developed as a framework for implementing a low carbon decision mechanism across the organization. The Plan derives the amount of emissions that Whitby's corporate operations must reduce to support global GHG emission reduction targets. Embedded in this framework, the Town of Whitby has identified the following short, medium, and long-term corporate GHG emissions reduction targets (relative to 2019 levels):

- 20% GHG emissions reduction by 2025
- 40% GHG emissions reduction by 2030
- 100% GHG emissions reduction by 2045

These targets were developed to reflect the Town's contribution to limiting the global annual average temperature increase to 1.5°C.

Embedded within Zero Carbon Whitby is a Carbon Reduction Framework, an overarching framework for GHG emissions management, extending over multiple years and all aspects of municipal operations. This framework empowers staff to develop and implement actions from the bottom up to meet GHG reduction targets by aligning capital and operating budgets with GHG reduction targets.

Zero Carbon Costing Study (2022)

As the first step of the implementation of the Zero Carbon Whitby Framework, the Zero Carbon Whitby Costing Study was completed. The Study was one of the main recommendations of the Zero Carbon Whitby Framework. The Zero Carbon Costing Study provides a detailed implementation plan for the Town to remain within its carbon budget and reach zero emissions by 2045. The Zero Carbon Costing Study provides a schedule and incremental budget for the Zero Carbon Whitby Plan that optimizes the Town's corporate carbon budget with its existing capital budget and asset management plans. It also provides guidance on the establishment of the Zero Carbon Revolving Reserve Fund.

The estimated incremental cost of this work between 2022 and 2045 is \$63.7 million. In return, over the same period it estimated there will be \$75.3 million in total savings and avoided costs.

The Study proposes that this incremental cost could be paid for entirely from a Zero Carbon Revolving Reserve Fund, seeded with an initial \$34.8 million in funding and

then utilizing cost savings from energy, carbon tax, and select capital projects to fund the balance of the program in later years.

Council endorsed the Zero Carbon Whitby Costing Study in September 2022.

Reporting Framework

The Climate Emergency Response Plan and Zero Carbon Whitby Framework both have stipulated annual reporting requirements. This Annual Report is the mechanism for reporting on the Town's progress towards those plans and on other sustainable actions taken across the organization.

Projects listed within the report that include a \$ have or are in the process of being considered for subsidization by an external funding opportunity. For more details, please view **Appendix A**.

Climate Emergency Response Plan

Phase 1 – Resilience

In 2025, Whitby advanced 58 of the 106 total actions in the Phase 1 – Resilience Implementation Plan, with 29 actions currently in progress and 29 completed. This reflects a steady acceleration in implementation, building on 14 actions initiated in 2023 and 16 in 2024.

Key Actions Implemented in 2025

To advance the Town’s Climate Emergency Response Plan, Phase 1: Resilience, several priority initiatives were undertaken, including:

1.1.4 Policy: Require that administrative/staff reports to Council include an assessment of climate risk, resilience and mitigation strategies through the Sustainability portion of the Strategic Priorities section of reports.

Updated Council report to require climate risk, resilience, and mitigation considerations in the Sustainability portion of the Strategic Priorities section, ensuring alignment with Strategic Pillars and climate goals.

1.2.1 Initiative: Define at-risk populations, working with Whitby Diversity and Inclusion Advisory Committee.

In collaboration with the Town’s Senior IDEA Specialist and the Whitby Diversity and Inclusion Advisory Committee, climate-related at-risk populations were identified to ensure future climate policies, programs, and engagement efforts incorporate equity and vulnerability considerations.

1.5.5 Program/Education: Develop a community-level education program on the importance of developing emergency preparedness plans for a variety of climate emergencies.

Developed and delivered a community education program on emergency preparedness for climate-related events, using social media, the Town’s Climate Change and Extreme Weather webpage, workshops, and outreach at local events.

1.5.6 Education: Develop education programs specifically for:

- Homeowners and renters to take action to make their homes more resilient and improve preparedness for emergencies.
- Homeowners and renters to take action to reduce their home's GHG emissions.
- Homeowners and renters to take action to make their homes more resilient and improve preparedness for emergencies.
- Heat-related illness
- Extreme weather events and emergency preparedness

Expanded community education efforts to help residents prepare for climate emergencies and reduce emissions, including social media campaigns, workshops, and outreach at Town events. The Durham Greener Homes program was also expanded to include a Weather-Ready program which supports home resilience improvements.

2.1.3 Policy/initiative: Include climate resilience measures as part of the mandatory tier of the WGS and note the adaptation benefits for efficiency actions such as landscaping, air tightness, windows and doors, insulation, and efficient heating and cooling systems.

Updated the WGS (Version 2) by incorporating climate-resilience requirements into Tier 1 for larger multi-residential buildings, such as providing a refuge area with heating, cooling, lighting, potable water, and 72 hours of backup power, while strengthening Tier 2 by requiring developers to use Whitby's Climate Emergency Response Plan and Climate Insights mapping tool to demonstrate building resilience. Financial incentives are available when both tiers' elements are achieved.

2.3.1 Initiative: Develop guide about qualified contractors with external links to additional tips and information to complete wet-proof and dry-proof home retrofits.

Added resources to the Town's Energy Savings for Homes and Businesses webpage to help residents find qualified contractors and access guidance on wet-proof and dry-proof home retrofits, including links to Durham Greener Homes for additional information.

3.1.4 Initiative: Develop an urban forest management strategy with recommendations on the following:

- Meeting the canopy cover target and number of trees planted, focusing on both individual plantings (street trees) and opportunities for creating new urban forests
- Identifying trees resilient to expected changes in climate, and build resilience through diversified plantings throughout the Town
- Maintaining a town-wide tree inventory and monitoring and tracking tree conditions.

- Introducing improved soil standards for new plantings for trees, as well as other plants.
- Monitoring for and managing climate-related risks to trees such as diseases, pests, invasive species, and heat stress and identifying the introduced species that can be planted to maintain canopy targets, as well as ways to manage habitat loss for birds and animals reliant on current tree species in Whitby.
- Identifying roles for the Town, local organizations, and citizen scientists including considering a collaborative tree monitoring program throughout the community.

The Town developed an Urban Forestry Management Plan which is undergoing final review. The recommendations outlined in this action were considered during its development and were included where feasible.

3.1.11 Program: Plant trees alongside trails, sidewalks, and outdoor sports fields/facilities to provide cooling benefits.

The Town received funding through the Federation of Canadian Municipalities, Growing Canada's Community Canopies to support planting 800 trees across the Town to provide cooling benefits (**Appendix A**).

3.2.5 Initiative: Select a neighbourhood for a pilot project to install green infrastructure, with signage and community participation where possible.

Launched the Sustainable Neighbourhood Action Plan (SNAP) in West Lynde, engaging over 750 residents and 90 students, planting 50 trees and shrubs, hosting 34 community events, and partnering with more than 30 organizations. Additional neighbourhood initiatives included installing and educating residents about rain barrels, partnering with two local schools to install two pollinator garden projects and one rain garden, and conducting a neighbourhood-wide survey to gather input to establish the vision and goals in the SNAP Action Plan.

The progress of each action from the Phase 1 – Resilience Plan can be found in **Appendix B**.

Phase 2 – Mitigation

In 2025, Whitby advanced 32 of the 61 actions in the Phase 2 – Mitigation Implementation Plan, with 25 actions currently in progress and seven completed. This reflects a steady acceleration in implementation, building on 11 actions initiated in 2024. In addition, eight actions were already in progress prior to the plan's formal approval in 2023, and one action was completed at the time of Council's approval.

Key Actions Implemented in 2025

To advance the Town's Climate Emergency Response Plan, Phase 2: Mitigation, several priority initiatives were undertaken, including:

1.2.1 Program/Initiative: Convene a "CERP: Resilience and Mitigation Roundtable" of Town, Region of Durham, and Elexicon Energy Staff representatives to:

- Determine the allocation of both Implementation Plan's actions into departmental work plans;
- Identify internal operational and capital funding opportunities for each sub-action;
- Determine the Town's role in each sub-action and identify internal leads;
- Build and leverage external partnerships; and
- Adaptively respond to changes in sub-actions, external funding opportunities, and technological developments.

Convened a resilience and mitigation roundtable with 20 internal and external partners to advance implementation of Whitby's Climate Emergency Response Plan through collaboration, strategic planning, and identification of next steps.

2.1.2 Initiative: Investigate the development of a residential Property Assessed Clean Energy (PACE) program. Similar programs have been implemented across Canada, including the City of Edmonton's Residential Clean Energy Improvement Program (CEIP), Toronto's Home Energy Loan Program (HELP), and Nova Scotia PACE, which can be used as a guide and precedent for the creation of a Whitby PACE program. Allow building owners to stack PACE loans with the Durham Greener Homes Program.

Advanced development of a residential Property Assessed Clean Energy program through Durham Region, with Regional Council approval to implement a PACE/Local Improvement Charge (LIC) program that will support and complement the Durham Greener Homes program.

2.1.3 Program/Initiative: Investigate additional financing opportunities for residents to make retrofits and potentially stack with the Durham Greener Homes Program.

Through the Housing Accelerator Fund, the Town introduced a \$5,000 top-up in 2024 for Whitby residents participating in the Durham Greener Homes Program. Whitby continues to lead program participation across Durham Region, with 652 enrollments and ranking second per capita. To date, Whitby residents have completed 49 EnerGuide-verified retrofits and installed 41 air-source heat pumps.

2.1.12 Education: Educate the Industrial, Commercial, and Institutional (ICI) sector on the energy retrofits that can be completed, the benefits of energy retrofits and heat pumps. For example, educational materials/initiatives could include a video series of businesses successfully undertaking retrofits.

Delivered targeted education to the industrial, commercial and institutional sector through a dedicated business retrofit incentives workshop, raising awareness of energy efficiency upgrades, heat pumps, and available incentives.

2.4.2 Initiative: By end of 2024, update the WGS minimum requirements to Tier 2 and develop a Terms of Reference (TOR) outlining specific requirements for each performance criteria.

The Town updated the WGS to Version 2, strengthening the sustainability requirements in the baseline tier and shifting the program to an incentive-based model that supports and rewards higher-performing developments.

3.1.1 Policy: Complete a review and assessment of zoning by-laws to screen for any barriers to solar photovoltaic (PV) installations, and update by-laws accordingly.

Completed a review of zoning by-laws to identify barriers to solar photovoltaic installations, with recommendations to be considered through the current Zoning By-law update.

4.3.1 Program: Organize an annual test drive event in partnership with Plug'n Drive.

Hosted an electric vehicle test drive event in partnership with Plug'n Drive, giving residents hands-on experience with EVs and access to information on electric vehicles.

The progress of each action from the Phase 2 – Mitigation Plan can be found in **Appendix C**.

Whitby Green Standard

In 2025, the Town continued to strengthen its commitment to sustainable development through the implementation and evolution of the Whitby Green Standard (WGS). Over the year, Sustainability staff reviewed 37 unique Tier 1 applications submitted under Version 1 of the Standard, supporting development applications at various stages of review and helping developers integrate early sustainability considerations into project design.

In December 2025, Council approved Version 2 of the WGS, marking a significant shift toward a more effective and accessible program model. Version 2 transitions the WGS into an incentive-based program designed to recognize and support builders who voluntarily pursue higher levels of environmental performance. This update increases the baseline sustainability expectations for new development while removing administrative barriers for applicants. As part of the transition, Council approved a new WGS Incentive Program, which will include staff support, public recognition for high-performing projects, and a one-year pilot financial incentive funded through the Town's allocation from the Housing Accelerator Fund¹.

Version 2 has the following three tiers:

- Tier 1 – Good Performance: Encouraged sustainability practices recommended for all new development. These represent foundational best practices and the minimum level developers are strongly encouraged to achieve.
- Tier 2 – Better Performance: More ambitious sustainability measures that demonstrate leadership in energy efficiency, climate resilience, and sustainable site design.
- Tier 3 – Highest Performance: Aligned with net-zero carbon standards and representing the most advanced levels of sustainable building design.

Version 2 is a voluntary program, but developers seeking incentives must complete the updated WGS Checklist, which consolidates the former Site Plan and Draft Plan of Subdivision checklists into a single user-friendly tool. The requirement for a standalone Sustainability Report has been removed, reducing paperwork and supporting a more streamlined approval process. The Checklist now categorizes criteria into Priority, Site-Specific, and Value-Add measures, focusing attention on the elements that deliver the greatest sustainability and climate-mitigation benefits.

¹ \$ - More information of the funding of this program through the Housing Accelerator fund can be found in Appendix A.

The WGS continues to serve as an essential guidance tool, helping developers understand municipal sustainability expectations and identify opportunities to incorporate higher-performance design features into their projects. By encouraging thoughtful design choices and offering meaningful incentives for leadership, Version 2 of the WGS supports the creation of healthier, more resilient, and climate-ready communities across Whitby.

Zero Carbon Whitby

Progress to Date and Context

The Zero Carbon Whitby Plan identifies Whitby's 2019 GHG emissions baseline as 5,525 tCO₂e. Accordingly, Whitby's 2025 short-term GHG reduction goal was determined to be 1,105 tCO₂e.

Based on the Town's annual carbon budgeting, total GHG emissions reductions to date are 881.3 tCO₂e, as reported in the [2025 Budget Book](#). This represents approximately 80% of the 2025 short-term target, indicating strong progress toward Whitby's climate goals.

It is important to note that the carbon budget accounts for the projected GHG savings of all projects that are approved and budgeted. However, not every Zero Carbon project included in the budget since 2023 has been completed, and some are only partially implemented. As a result, there is a gap between forecasted (budgeted) and realized (implemented) reductions.

The following section details this variance, comparing the emissions savings anticipated at budget approval with the savings estimated by completed projects that have been fully implementation. This helps ensure reporting remains transparent and actionable.

2025 Projects

In 2025 there were 11 Zero Carbon Whitby projects completed including the permanent transition of the Combined Heat and Power (CHP) system at the Civic Recreation Complex (CRC) to a back-up power system. This resulted in an estimated savings of 454.4 tCO₂e. The large savings from the CHP transition to back-up power contributed significantly towards the Town's 2025 GHG emissions reduction target accounting for 90% of total savings. Table 1 provides the details of the Zero Carbon Whitby projects included in the 2025 Budget and their status.

Table 1. 2025 Zero Carbon Whitby Projects and Initiatives

Facility	Project	GHG Emission Savings (tCO₂e) *Annualized over a calendar year	Status
Brooklin Community Centre and Library	Variable Frequency Drives (VFDs) For Heating Pumps	0.2	Cancelled
Centennial Building	LED Lighting Upgrade	1.2	Completed
Centennial Building	Window Repair/Replacement	15.3	Cancelled
Civic Recreation Complex	LED Lighting Upgrade & Occupancy Sensors	6.4	Completed
Civic Recreation Complex	Transition CHP to a backup heating system	454.4	Completed
Civic Recreation Complex	Site Lighting Conversion and Bollard Lights	5.9	Completed
Iroquois Park Sports Centre	LED Lighting Upgrade	0.6	Completed
Spencer Community Centre	LED Lighting Upgrade	0.1	Completed
Whitby Station Gallery	Boiler Replacement	4.3	Completed
Fire Hall #1	Furnace Replacement	4.7	Deferred
Fire Hall #1	HVAC Replacement	8.1	Deferred
Whitby Central Library	LED Lighting Upgrade	3.8	Deferred
Fire Hall #4	Air-source heat pumps (ASHP) Installation and Electric Furnace Installation	8.6	Completed
Marina	ASHP Installation and Boiler Replacement	20.5	Completed
Fire Hall #2	Window Replacement	1.2	Completed
Fire Hall #3	ASHP Installation	5.6	Completed

Completed Project Total	508.8
Deferred Project Total	16.6
Cancelled Project Total	15.5

Projects identified as cancelled or deferred were influenced by technical issues, cost effectiveness, funding availability, and capital prioritization. At the Brooklin Community Centre and Library, the proposed heating system upgrade was cancelled due to technical feasibility concerns and unfavourable cost benefit outcomes. Planned window repair and replacement work at the Centennial Building was also cancelled as funding was redirected to higher priority capital needs.

Several projects were deferred rather than cancelled. At Fire Hall #1, planned furnace and HVAC system replacements were postponed due to limited funding and competing priorities and will be reconsidered in a future budget cycle. At the Whitby Central Library, a proposed LED lighting upgrade was deferred after being consolidated into a broader, building-wide lighting improvement initiative.

Overall, cancellations and deferrals were driven by feasibility constraints, funding limitations, and opportunities to consolidate or reprioritize projects for greater long-term value. As noted above, the deferred and cancelled projects had lower GHG emissions savings, so their impact on overall GHG reductions was minimal.

Progress Towards 2025 GHG Emissions Reduction Target

Table 2 below compares the yearly GHG emissions savings identified in the Carbon Budget based on proposed projects and compares it to the savings from the implemented projects.

Table 2. Zero Carbon Whitby - GHG Emissions Savings (tCO₂e) Listed in the Carbon Budget Compared to the Savings from the Implemented Net-Zero Projects.

	GHG Emissions Savings from Projects Proposed in Carbon Budget (tCO ₂ e)			GHG Emissions Savings from Implemented Projects (tCO ₂ e)		
Year	Approved Projects	Fleet Growth	Net GHG Emissions	Implemented Zero Carbon Projects	Fleet Growth	Net GHG Emissions
2023	(165.3)	14.5	(150.8)	(99.1)	14.5	(84.6)
2024	(213.6)	22.8	(190.8)	(2.6)	22.8	20.2
2025	(548.8)	9.1	(539.7)	(508.8)	9.1	(499.7)
Total	(927.7)	46.4	(881.3)	(610.5)	46.4	(564.1)

Variance Between Budgeted and Realized Emissions Reductions

As shown in Table 2, there is a notable gap between the 881.3 tCO₂e in net GHG reductions identified in the 2023–2025 carbon budget and the 564.1 tCO₂e achieved to date through implemented projects. This variance is primarily the result of implementation challenges identified after budget approval, as well as technological constraints.

Several projects required additional electrical service upgrades that were not identified or fully costed at the budgeting stage. These unforeseen requirements would have added significant out of scope capital costs and exceeded approved budgets and timelines. As a result, some Zero Carbon projects could not proceed as originally designed. In select cases, the Town advanced hybrid solutions, such as partial electrification or phased approaches, to maintain service levels and manage costs. While appropriate, these adjustments reduced near-term emissions savings.

A major initiative included in the 2024 budget, the installation of cold-water flooding systems across all ice pads at the Iroquois Park Sports Centre and the McKinney Centre did not proceed. A pilot installation at one rink at the McKinney Centre revealed compatibility issues with the facility’s laser ice cutting system, resulting in impacts to ice quality. Due to these performance concerns and associated operational risks, the Town

decided not to advance broader implementation. Consequently, the anticipated 177.6 tCO₂e in annual emissions reductions from this project will not be realized.

As shown in Table 3, total net GHG emissions savings achieved to date are 564.1 tCO₂e, representing 49% of the Town’s short-term 2025 reduction target of 1,105 tCO₂e. The 317.2 tCO₂e difference between proposed and completed projects between 2023-2025 is comprised of 64% cancelled projects and 36% deferred projects. Emissions savings from deferred projects are expected to be realized in future years.

While the Town has not yet met its short-term GHG emissions reduction target, we are making measurable progress, as outlined in this Annual Report. Sustainability initiatives continue to be balanced with the broader operational and financial needs of the corporation, and the Town remains committed to learning, adapting, and advancing climate change initiatives over time.

Table 3. Zero Carbon Whitby – GHG Emissions Reduction Progress Towards Short-Term Target

	GHG Emission Savings (tCO₂e)
2025 Target	1,105
Savings to Date (2023-2025)	564.1
Progress to 2025 Target (%)	49%

Annual Corporate GHG Emissions Performance

In addition to tracking project-based GHG emissions reductions through Zero Carbon Whitby, the Town also monitors utility-based corporate GHG emissions against a 2019 baseline to understand broader, long-term trends. This year-over-year tracking provides a directional view of overall corporate performance and helps inform future planning.

In 2025, the Town’s total utility-related GHG emissions were 735 tCO₂e lower than in 2019, representing a 19% reduction (**Appendix D**). As this measure reflects overall changes in corporate energy consumption rather than the direct impact of individual projects, it should be interpreted as a high-level indicator of trends, not a direct measure of progress fully attributable to specific Zero Carbon Whitby initiatives.

Further details on GHG emissions and energy consumption for 2025 are outlined in **Appendix D**.

Utility-Based vs. Project-Based Emissions Reductions

Utility-based emissions are a useful indicator of overall corporate performance; however, they are influenced by factors that are not directly tied to specific projects. These include year-to-year variations in weather (e.g., colder winters increasing heating demand), changes in facility usage and occupancy, and shifts in the carbon intensity of Ontario's electricity grid. As a result, utility-based emissions can improve or potentially worsen from year to year even when the pace of project implementation remains unchanged. The reported 735 tCO₂e reduction reflects building utility emissions only and does not capture changes in corporate fleet emissions.

By contrast, the net 564.1 tCO₂e emissions reduction reported through Zero Carbon Whitby project-based savings from 2023 to 2025 isolates the measured impact of completed projects and accounts for fleet-related emissions increases occurring over the same period. Even after accounting for fleet growth, the difference between the net project-based reduction (564.1 tCO₂e) and the larger utility-based reduction (735 tCO₂e) is expected. Utility-based emissions reflect all consumption-related changes since 2019, including external influences, while project-based savings isolate the quantified impact of planned retrofits and initiatives.

Together, these metrics show that while project implementation is progressing steadily toward the 2025 target, broader consumption patterns over the same period have also contributed additional reductions. For this reason, continued implementation of Zero Carbon Whitby projects remains essential to achieving and sustaining emissions reductions over the long term—particularly as weather conditions continue to fluctuate and the carbon intensity of the electricity grid may increase over time.

Pathway Forward to 2030 Target

While the Town did not fully achieve the ambitious short-term target of a 20% GHG emissions reduction by 2025, this period was critical in laying the foundation for deeper, longer-term emissions reductions. Significant upfront investments in analysis, feasibility, and project design are now informing future initiatives and positioning the Town to progress toward its 2030 target of a 40% reduction.

Advancing Retrofit Planning and Implementation

A Deep Energy Feasibility Pathway Study will be undertaken in 2026, focusing on seven of the Town's highest emitting facilities. This next phase of strategic planning will develop actionable, facility specific roadmaps to inform future retrofit decisions and prioritize investments with the greatest carbon reduction potential.

In parallel, 2026 also marks the launch of the Iroquois Park Sports Centre Deep Energy Retrofit Project, a major implementation initiative expected to deliver approximately

450 tCO₂e in emissions reductions over the next three years. Together, these initiatives reflect the Town's transition from foundational analysis to targeted implementation, with planning and delivery occurring concurrently to support more substantial emissions reductions in the lead-up to 2030.

Further supporting progress toward the 2030 target, the Town secured grant funding in 2025 to advance energy and GHG reduction initiatives at the 55+ Recreation Centre (**Appendix A**). The funding will support HVAC upgrades and fuel switching measures, integration of a building automation system (BAS), building envelope enhancements, and replacement of existing lighting with high efficiency LEDs. Planned for implementation between 2027 and 2030, these measures are expected to contribute meaningfully to long-term emissions reductions.

Avoiding New Emissions Through Net-Zero Facility Design

In addition to advancing retrofit projects, the Town has placed significant emphasis on ensuring that new facilities are designed to Zero Carbon standards, preventing the addition of new corporate GHG emissions. The Fieldgate Sports Complex, which is currently under construction and will be completed in 2026, will be the Town's first net-zero and Zero Carbon facility and one of the first of its kind in Canada to achieve Zero Carbon Building Design and LEED Gold certification for a complex that includes twin ice pads, a gymnasium, and an aquatics centre.

The Fieldgate Sports Complex is also the first municipal building in Whitby constructed to Tier 3 of the WGS, directly supporting Action 2.5.1 of CERP Phase 2 – Mitigation and aligning with the Zero Carbon Whitby Plan. In 2023, the Town was awarded \$25 million through the Green and Inclusive Community Buildings Program, enabling the integration of sustainable and accessible design features, including a geothermal district energy system. Collectively, these measures demonstrate the Town's commitment to climate resilient, inclusive growth and ensure that new development supports—rather than undermines—progress toward long-term emissions reduction targets.

In addition, planning for the new Community, Animal and Enforcement Building and Fire Hall #6 is underway, with both facilities being designed to achieve Tier 3 of the WGS and target net zero performance, further reinforcing the Town's commitment to emissions free growth.

Measurement and Verification Strategy (M&V)

Measurement and verification approaches are being used to support the assessment of projected GHG emission reductions associated with Zero Carbon Whitby projects. Given the diversity of project types and facility characteristics, a range of methods may be applied to estimate and assess energy and GHG impacts over time.

Initial energy and GHG savings estimates for Zero Carbon Whitby projects were informed by a series of 2019 Energy Audits conducted by a third-party consultant (Efficiency Engineering) across all municipally owned facilities. Where feasible, project level performance can be assessed using available submetering or utility billing data to compare energy use and associated GHG emissions before and after implementation.

In facilities where submetering or a sufficient sample of post-implementation utility data is not available, energy modelling tools such as RETScreen may be used to estimate project impacts. By inputting facility design characteristics and isolating specific building systems or equipment, base case and proposed case scenarios can be developed to estimate potential energy savings and GHG emissions reductions. These approaches provide a consistent and transparent basis for tracking progress as projects are implemented and additional data becomes available.

Zero Carbon Revolving Reserve Fund (ZCRRF)

In support of Zero Carbon Whitby, a Zero Carbon Revolving Reserve Fund (ZCRRF) was established in September 2022 to facilitate the implementation of the zero carbon projects. The ZCRRF provides a way to help pay for zero carbon retrofits, pilot projects and to fund incremental retrofit project costs of zero carbon options. Operational savings from completed Zero Carbon projects will be directed into the fund to help pay for future projects. The current uncommitted balance in the ZCRRF is approximately \$246,000.

Energy Submetering

The submeters installed at Iroquois Park Sports Centre, McKinney Centre and Town Hall continue to provide real-time monitoring of utility consumption at the equipment/system level to give an in-depth overview of energy consumption at each facility. These submeters will help to track and monitor Zero Carbon Whitby initiatives at these facilities.

Energy Star Portfolio Manager

In 2022, the Town began tracking energy consumption data through Energy Star Portfolio Manager for all major Town facilities. Energy Star accounts were continually updated throughout 2025 to monitor utility consumption and flag anomalies. Energy Star Portfolio Manager is also used to report under Ontario Regulation 25/23 Broader Public Sector. This regulation helps to identify energy and GHG emissions saving opportunities, establish benchmarks, and measure improvements over time. This platform is an interactive resource management tool that benchmarks the energy use of any building and allows users to:

- Identify underperforming buildings to target for efficiency improvements;

- Identify best practices from efficient buildings;
- Set investment priorities;
- Verify savings and prevent snapback;
- Share and report performance;
- Earn recognition; and,
- Benchmark and track energy and water consumption, waste, and GHG emissions.

Electric Vehicle Charging Stations

In 2025, the Town continued to maintain and promote its existing electric vehicle (EV) charging infrastructure installed through the Zero Emission Vehicle Infrastructure Program (ZEVIP), administered by Natural Resources Canada. The Town currently operates 24 charging stations, providing a total of 47 charging ports across municipal facilities.

As of 2025, the Town's corporate fleet includes 16 plug-in hybrid electric vehicles (PHEVs). In 2025 there were approximately 1,100 charging sessions of the PHEVs were completed resulting in an estimated 16 tCO_{2e} in GHG emissions savings.

In 2025, there were 4,323 public charging sessions recorded across the Town's EV charging network. These sessions contributed to an estimated 84 tCO_{2e} in GHG emissions reductions.

To support the continued operation of this infrastructure, funding was secured through an Elexicon Energy sponsorship, helping to offset the costs associated with station operations and maintenance (**Appendix A**).

Sustainable Initiatives

The following section highlights additional sustainability accomplishments advanced by the Town in 2025.

Committee and Advisory Initiatives

Whitby Sustainability Advisory Committee

The Whitby Sustainability Advisory Committee (WSAC) is a community-based committee of Council, whose role is to promote sustainability, support environmental management, and respond to climate change. In 2025, WSAC achieved various initiatives, including:

- Reviewed the Virtual Home Energy Assessment Tool (vHEAT) and explored the opportunity to leverage the information to create a Durham Region Virtual Home Energy Disclosure Map. Staff worked with Durham Region to advance the Durham Greener Homes program and the use of vHEAT on an individual household level.
- Supported the Town's Green Quarterly newsletter by contributing summer and fall content, including a feature on climate change considerations during the summer months and a fall piece on preserving the harvest.
- Assisted with the Town's native plant giveaway at the Brooklin Spring Fair on June 7 and 8, providing information on the benefits of native species and distributing native seed packets to attendees.
- Proposed and passed a motion allocating up to \$3,000 from the Committee's 2025 budget and supported staff in retaining a consultant to verify capital costs, builder pricing, and other relevant data comparing heat pump installations to natural gas furnaces in new residential developments.

Events and Outreach

World Sustainable Procurement Day

World Sustainable Procurement Day (March 21) is a day to empower and equip Procurement Practitioners with knowledge, best practices, and practical solutions to sustainable procurement challenges. To celebrate this day, a newsletter entry was submitted through the Town's internal Buzz Newsletter.

Earth Hour

On March 22, 2025, the Town participated in Earth Hour by turning off all non-essential lighting at Town Hall only between 8:30 p.m. and 9:30 p.m. During this one-hour period, electricity consumption at Town Hall was reduced by 96%, demonstrating support for the global event and raising awareness of environmental impacts.

Earth Week Themed Programming

Throughout Earth Week (April 20-26, 2025), in partnership with the Whitby Public Library, several activities were available to help residents and family members learn about ways to help our Earth and to get involved, including:

- Earth Day Storytime and Craft
- Earth Day Upcycle
- Composting
- Magnet-ificent Animal Magnets
- Brooklin Display Case

Waste Management Display

In celebration of Earth Month, Sustainability and Waste partnered with the Whitby Public Library, Brooklin Branch, during the month of April to educate residents about waste management. We used a display case to showcase the 5Rs of waste management: refuse, reduce, reuse, recover, and recycle. With each R, we provided an explanation of what it means and real-world examples to demonstrate what residents can do to reduce waste.

Outreach on the Corporate Waste Management Strategy

To support the development of the Corporate Waste Management Strategy, an online public survey was conducted in the summer of 2025, receiving more than 1,300 responses. The survey assessed residents' awareness of waste prevention, reduction, and diversion and gathered feedback on waste management practices in Town facilities, parks, and public spaces; responses related solely to residential waste were excluded. Results demonstrated strong public support for improved waste diversion, with residents calling for consistent multi-stream waste infrastructure, clearer and more standardized signage, and greater transparency regarding waste processing. Respondents also identified opportunities to strengthen education, communication, and enforcement to reduce contamination, littering, and illegal dumping, and to support waste reduction at public events and commercial properties.

Compost and Green Bin Presentation

On Wednesday, April 23, 2025, Sustainability partnered with the Whitby Public Library, Rossland Branch and Durham Region, Works Department, to educate residents on best waste management practices. A Waste Management Technician from Durham Region presented to 15 participants on strategies to reduce waste and composting best practices including how to use a backyard composter for your kitchen scraps.



Figure 1. The Compost and Green Bin Presentation set up by Durham Region at the Whitby Public Library, Rossland Branch.

Provincial Day of Action on Litter

In Ontario, the Provincial Day of Action on Litter is celebrated on the second Tuesday of May. In recognition of this day, in 2025 community members were encouraged to complete a one-time cleanup or to adopt public spaces through the Anti-litter App: www.whitby.ca/cleanup.

World Migratory Bird Day

On Saturday, May 10, 2025, Sustainability partnered with the Central Lake Ontario Conservation (CLOCA) to host a World Migratory Bird Day event for Whitby residents at Lynde Shores Conservation Area. 30 participants attended where they got an opportunity to learn about colonialism and bird names, participate in trivia questions on bird migration and bird friendliness, bird ID tips, and go on a bird hike.



Figure 2. Table display with information on migratory birds at World Migratory Bird Day event.

Alveole Beekeepers Presentations (\$)

As a part of the Town’s Urban Rooftop Beehive Program sponsored by Elexicon Energy, Alveole Beekeepers delivered a hands-on educational workshop. The workshop was titled *Discover the World of Bees: a look at the fascinating role bees play* and was held to celebrate World Bee Day (May 20). The Town partnered with the Whitby Public Library’s Rossland Branch, to deliver this program. An Alveole Beekeeper shared their knowledge on bee diversity, urban beekeeping, and the honeybee hive. 25 participants were invited to ask questions and engage in discussions throughout the presentation.

Brooklin Spring Fair

On June 7 and 8, 2025, Sustainability Staff along with members of the Whitby Sustainability Advisory Committee, attended the Brooklin Spring Fair to engage residents on the importance of pollinators and planting native species. As part of this outreach, free native plants were distributed to support the Town’s commitments under Bee City Canada and the Mayors’ Monarch Pledge. This initiative reached approximately 650 residents and resulted in the distribution of approximately 650 native plants.



Figure 3. Native plants and pollinator education signage on display at the Town's booth during the Brooklin Spring Fair.

Bike Month – Community Cycling Support and Engagement

As part of Bike Month 2025, the Town hosted two drop-in bike repair workshops to support safe cycling and encourage active transportation. The workshops were held on June 14 at the Waterfront Trail and June 21 at Celebration Square, offering free basic bike services such as safety checks, tire inflation, brake adjustments, and chain oiling, delivered by technicians from a local bike shop.

In addition, the Active Transportation and Safe Roads Advisory Committee hosted a pop-up information booth at the Waterfront Trail event to share information and gather feedback on the Town's Active Transportation network.

The events were very well received, with approximately 230 residents participating. More than 80 cyclists received bike tune-ups at the Waterfront Trail location, while over 150 cyclists were served at the Celebration Square event. Participants also had opportunities to learn basic bike maintenance tips, supporting ongoing safety and confidence for cycling in Whitby.

Pollinator Week

Pollinator Week (June 16 to 22, 2025) is a time to celebrate the vital role of pollinators like bees, birds, bats, and butterflies in our local ecosystem and support global food production. The Town is committed to protecting pollinators and their habitat through action and education as a designated Bee City of Canada. As part of that commitment, the Town planned one stewardship event in partnership with LEAF and one staff event

to support the Seeds for Bees program. For more information about the LEAF event, visit page 32 and page 34 for the Seeds for Bees.

National Forest Week and National Tree Day

The Town celebrated National Forest Week (September 21 to 27, 2025) by promoting the LEAF Native Tree and Shrub Planting Event at Rosedale Park and encouraging residents to plant trees in their backyard through LEAF's Backyard Tree Planting Program. More information about LEAF's programs can be found on page 32.

Waste Reduction Story and Craft Time

The Town, in partnership with the Whitby Public Library, hosted a waste-themed story time on October 25, 2025, that focused on the importance of reducing waste, reusing items, and recycling materials.

Know Before You Throw – Five R's Workshop

In partnership with the Whitby Public Library, Brooklin Branch and Durham Region, a family-friendly workshop was delivered on the world of waste management in celebration of Waste Reduction Week. 13 participants learned about the importance of responsible waste management through a variety of activities including a topic-specific story, hands-on activities including waste sorting, and identifying ways that they can participate in responsible waste management.



Figure 4. Participants learning about waste management at the Whitby Public Library, Brooklin Branch.

Durham Climate Roundtable Fall Forum

On November 15, 2025, the Town of Whitby participated as an exhibitor at the Durham Climate Roundtable Fall Forum, hosted at Durham Region Headquarters. The event brought together municipal leaders, sustainability practitioners, community organizations, and residents to collaborate on building a more resilient, climate-conscious future for Durham Region. Visitors to Whitby's booth engaged with Town staff about ongoing and upcoming sustainability initiatives and had the opportunity to enter a draw for a free smart thermostat by signing up for the Whitby Sustainability Green Quarterly Newsletter.

Native Plant Propagation Efforts in Bee Cities – Bee City Canada

Webinar

On November 25, 2025, the Town of Whitby presented its municipal native plant propagation efforts, through the Seeds for Bees program, during a one-hour webinar hosted by Bee City Canada. The webinar highlighted the role of native plant propagation in supporting pollinators and advancing municipal habitat creation efforts. The session attracted many participants from across Canada and provided knowledge-sharing opportunities on creating and maintaining native plant habitat, showcasing Whitby's leadership as a Bee City committed to biodiversity and pollinator health.

Programs and Ongoing Initiatives

Green Quarterly Newsletter

In 2025, Sustainability launched the Green Quarterly newsletter to enhance communication with the community about new and ongoing sustainability initiatives. The first edition was released in April, followed by two additional editions in July and October. Collectively, the newsletter reached a total of 256 individuals.

Durham Greener Buildings

Whitby was recognized with two Durham Greener Buildings awards in November 2025 for its continued progress toward climate and energy goals. Whitby's Centennial Building received the Best Emissions and Energy Performance Award for Performing Arts for achieving the lowest GHG intensity in its category.

The Fieldgate Sports Complex has received a Leadership and Sustainability Impact Award in recognition of its anticipated outstanding sustainability performance upon completion.

Civic Community Garden

In June 2025, the Civic Community Garden launched beside the Whitby Civic Recreation Complex at 555 Rossland Road East. This resident-led initiative offers dedicated space for growing fresh, healthy food in Whitby. The garden features beds that are planted, maintained, and harvested by community members. The goal is to improve access to nutritious food, support local food production, and help address food insecurity. The space also supports educational programming and youth-focused planting events, creating opportunities for residents to learn, grow, and connect.



Figure 5. Community members at the Civic Community Garden.

Local Enhancement & Appreciation of Forests (LEAF) Backyard Tree Planting Program

2025 marked the start of the sixth year of the Council approved Backyard Tree Planting Program. A new two-year agreement was approved to continue the program for Whitby property owners. The program is delivered by LEAF in partnership with the Region of Durham. In 2025, a total of 66 trees were planted in Whitby through the program, equivalent to removing approximately 28 vehicles from the road (Table 4).

Table 4. Trees planted in 2025 in Whitby through the Backyard Tree Planting Program.

Planting Season	Trees Planted	Sequestered CO ₂ (kg)	Stormwater Mitigation (L)	Air Pollution Removed (kg)	Equivalent Gas Vehicles Taken Off the Road*
July 2024 to June 2025	44	84,783	13,054,712	1,998	19
July 2025 to December 2025	21	42,588	6,557,101	1,028	9
Total	66	127,371	19,611,813	3,026	28

* Based on an average of 4.6 metric tons of carbon dioxide produced per year.

LEAF Community Greening Program

2025 was the third year of implementing the Community Greening Program, which involved partnering with LEAF to deliver the following events:

- LEAF Earth Day Tree and Shrub Planting at Rosedale Park on April 26, 2025, through which, 133 participants planted 500 trees and shrubs.
- LEAF Community Stewardship Maintenance event at Rosedale Park on June 21, 2025, through which, 18 bags of unwanted/invasive plants were collected and approximately 150 native trees/shrubs were mulched. At this event there were two LEAF volunteers, 18 community participants and three (3) staff (LEAF and Whitby combined).
- Two in-person LEAF Tree Tours at D’Hillier Park and Rosedale Park were conducted on June 14, 2025, and September 27, 2025, with a total of 53 participants. The attendees were led on a guided walk through the park where they were given the opportunity to learn more about native tree species, their invaluable benefits, and the ways that they can help the urban forest thrive. The tour taught about the difference between native, non-native, and invasive species and how to identify them.
- The LEAF Tree and Shrub Planting event at Rosedale Park on September 27, 2025, during National Forest Week included 100 participants, who planted 500 trees and shrubs.

LEAF also conducts ongoing monitoring of the Town’s tree and shrub planting sites to evaluate long-term performance and ecological benefits. Monitoring includes baseline

data collected before and after planting, followed by site assessments at Year 2 and Year 5. Indicators assessed include plant survival, overall health condition, woody plant diversity, and the presence of invasive species.

Year 2 monitoring completed to date at Whitby planting sites indicates strong establishment and positive ecological outcomes. Survival rates across sites ranged from 85 to 88 per cent, with plantings generally assessed in good condition. Monitoring also showed high levels of woody plant diversity, with diversity index values ranging from 0.85 to 0.95, indicating successful species mix and site resilience. Limited invasive species presence was observed at select locations and will continue to be monitored and managed as part of ongoing site stewardship.

The total 1,063 trees planted as part of LEAF programs in 2025 will save approximately 4,622 tCO₂e through sequestration and reduced air pollution. This is equivalent to taking 1,005 cars off the road for one year.



Figure 6. Participants at the LEAF Tree Tour on Saturday, September 27, 2025, at Rosedale Park.

Bee City Canada

In 2018, Whitby was designated the 10th Bee City in Canada and the first in Durham Region. The Bee City designation is awarded to municipalities that declare to protect pollinators and their habitat through action and education. In 2025, the Town undertook several measures to maintain Bee City status including educational seminars, community plantings, and provided native wildflower seed packets and native plants.

Tree Cities of the World

Tree Cities of the World is an international effort through the Arbor Day Foundation, the Food and Agriculture Organization of the United Nations, alongside its Canadian partner, Tree Canada, to recognize cities and towns committed to ensuring that urban forests and trees are properly maintained, sustainably managed, and duly celebrated. When the program launched in 2019, Whitby was one of only 59 cities worldwide to receive this designation. Since then, the program has increased to 210 cities worldwide. Whitby was successful in our 2025 Tree Cities of the World application as we continue to maintain, manage and celebrate our forest and trees.

Seeds for Bees

The Seeds for Bees native plant nursery has been continuously growing. A staff event was held on June 11, 2025, in celebration of Pollinator Week (June 16 to 22, 2025) to assist the Horticultural Team with the nursery. Town staff helped repot 1,630 native plants. These plants were then planted at several Town parks including Jeffrey Park, Chelsea Hill Park, Darren Park, and Lynde Creek Park.



Figure 7. Town staff repotting native plants to support the Seeds for Bees nursery.

Mayors' Monarch Pledge

The Town continued its efforts to protect pollinators through participation in the Mayors' Monarch Pledge in 2025. This is a program led by the National Wildlife Federation. Through this initiative, Whitby is committed to creating habitat for the monarch butterfly and pollinators and educating residents about how they can make a difference at home and in their community. To participate, the Town must commit to at least three action items that the community will initiate throughout the year. In 2025, the Town committed to the following actions:

- Launch or maintain a public communication effort to encourage residents to plant monarch gardens in their homes or neighbourhoods.
- Launch, expand, or continue an invasive species removal program to support the re-establishment of native habitats for monarch butterflies and other pollinators.
- Display educational signage at monarch gardens and pollinator habitats.
- Increase the percentage of native plants, shrubs and trees that must be used in city landscaping ordinances and encourage the use of the milkweed, where appropriate.
- Host or support a native seed or plant sale, giveaway or swap.

Whitby Public Library Seed Share

Seed Saving is a growing movement that supports sustainable gardening practices and a healthy lifestyle by preserving genetic diversity and fostering an awareness of nature. The Whitby Public Library Seed Share provides access to locally saved seed and knowledge for anyone interested in growing food, attracting pollinators, saving their own seed and contributing to this public resource. For more information, visit www.WhitbyLibrary.ca/seedshare.

Urban Rooftop Beehive (\$)

The Town has an urban beehive on the rooftop of the Whitby Civic Recreation Complex, sponsored by Elexicon Energy and maintained by Alveole Urban Beekeepers. The Town extracts approximately 10 kilograms of honey from its rooftop beehive each year. The honey is bottled into 100 small jars and gifted to volunteers and handed out as prizes during community events.

Community Cleanups

The Town launched the Anti-Litter App in May of 2021 to support the Provincial Day of Action on Litter. The app allowed residents to pre-register for a one-time community cleanup or make a longer-term commitment to adopt and clean a road, park or trail. From April through December, a total of 64 parks were cleaned up, along with four (4)

adopted parks. Throughout this period, 1985 volunteers participated, with volunteer numbers ranging from one (1) to 350 people per park.

Curbside Battery Collection

The Region of Durham collected over 9.5 tons of batteries in the Town through their curbside collection program. This event ran twice in 2025 in the spring and fall.

Library Pop-Ups

During the summer of 2025, Sustainability staff hosted an information table in the lobby of the Whitby Public Library, Central Branch to promote the Durham Greener Homes program, LEAF's Backyard Tree Planting program, upcoming sustainability events, and other sustainability initiatives (Figure 8). Outreach sessions took place on July 3, July 7, July 9, July 16, August 13, and August 20.



Figure 8. Whitby Central Library pop-up booth.

Little Forests Durham

In 2025, the Town partnered with Little Forests Durham to establish a mini-forest at Heber Down Conservation Area in Whitby, a dense, fast-growing pocket of native trees and shrubs, planted using the Miyawaki method. The first step of this process was preparing the site by removing grass, laying cardboard, and topping with compost and mulch which took place on August 9, 2025 (Figure 9). Then, on October 18, 2025, with the support of 65 volunteers, 600 native trees and shrubs were planted (Figure 10).



Figure 9. Volunteers and the Fire Department watering the site.



Figure 10. Volunteers planting trees to create a mini-forest at Heber Down Conservation Area.

Appendix A – Funding Received in 2025

Grant Name	Town of Whitby Project	Grant Value Awarded	Funder Type
Elexicon Energy Sponsorship	Urban Rooftop Beehive Program (Including Alveole Beekeepers Presentation)	\$5,000	Local Distribution Company
Elexicon Energy Sponsorship	Operation of Existing EV Charging Stations	\$10,000	Local Distribution Company
Federation of Canadian Municipalities – Growing Canada’s Community Canopies	800 Trees Planted Across Whitby	\$245,290	Federal
Housing Accelerator Fund (HAF)	Durham Greener Homes Retrofit Incentive Top Up	Up to \$125,000 of the total HAF grant \$24,990,435	Federal
Housing Accelerator Fund (HAF)	Whitby Green Standard Incentive Program	Up to \$375,000 of the total HAF grant \$24,990,435	Federal
Green and Inclusive Community Buildings Program	Whitby 55+ Recreation Centre	\$798,486	Federal

Appendix B – CERP Phase 1 – Resilience

1.0 Governance and Leadership

Action 1.1: Incorporate climate change adaptation and resilience into all decision-making and planning in current and future processes.

Actions	Metric	Status of Progress	2025 Details of Progress
1.1.1 Policy: Update the asset management policy and plan to incorporate climate risk and mitigation into asset management, followings the Province’s asset management mandate.	Policy updated and being implemented % of assets assessed with climate risk lens	Complete	In 2024, the Municipal Asset Management Plan was updated including a climate change section with a focus on strategies for climate mitigation and resilience, and Whitby’s Zero Carbon Budget. The Plan examines challenges and opportunities for climate resilience and mitigation on various assets such as road surfaces, stormwater systems, facilities, and more. The Plan also accounts for Whitby’s Zero Carbon Budget recognizing carbon output reduction is crucial for capital project planning.
1.1.2 Policy: Integrate climate resilience and mitigation into the priority-based budgeting mechanism and reflect the findings	Climate added as budget prioritization criteria	In progress	Asset management processes were updated to include environmental risk and threat assessments. Work is ongoing to ensure that climate resilience and mitigation are fully embedded within the priority-based budgeting

from the asset management plan renewal.			mechanism and aligned with asset management renewal findings.
1.1.3 Policy: Develop a sustainable procurement policy that considers climate change mitigation and adaptation and reflecting the findings of this Plan and the asset management plan renewal.	Policy developed and being implemented	Not started	This action has not commenced as of 2025.
1.1.4 Policy: Require that administrative/staff reports to Council to include an assessment of climate risk, resilience and mitigation strategies through the Sustainability portion of the Strategic Priorities section of reports.	Policy developed and being implemented	Complete	The administrative/staff report to Council was revised to require climate risk, resilience, and mitigation information within the Sustainability portion of the Strategic Priorities section. The update also directs staff to summarize contributions to climate goals such as risk reduction, resilience, and emissions reduction.
1.1.5 Initiative: Provide training and workshops to Town staff on climate change adaptation, mitigation and resilience.	% of staff completed training	In progress	No training delivered in 2025. Climate change training for staff was completed in previous years and will continue to be incorporated into future professional development opportunities.
1.1.6 Program: Provide support to staff on analyzing climate risk and mitigation strategies in their projects.	% of corporate priorities/projects being supported by trained staff	In progress	The Sustainability Division reviews environmental assessments providing feedback on climate risk and mitigation strategies related to the project on an ongoing basis.

Action 1.2: Town promotes inclusive resilience with an equity lens.

Actions	Metric	Status of Progress	2025 Details of Progress
1.2.1 Initiative: Define at-risk populations, working with Whitby Diversity and Inclusion Advisory Committee.	Initiative completed	Complete	Collaborated with the Town’s Senior IDEA Specialist and Whitby Diversity and Inclusion Advisory Committee to identify and define climate-related at-risk populations within the Town of Whitby.
1.2.2 Initiative: Integrate climate change and emergency preparedness in the Town’s IDEA (Inclusion, Diversity, Equity, and Anti-Racism) Project to better identify how to deliver services that are reflective of the community.	Climate integrated into IDEA plan	Not started	This action has not commenced as of 2025.
1.2.3 Policy: Apply an equity checklist to climate adaptation, mitigation and resilience projects and programs.	% of projects equity checklist is applied to	Not started	This action has not commenced as of 2025.
1.2.4 Program: Collaborate with grassroots organizations and nonprofits to strengthen relationships with the community and to share information about climate change in a way that improves trust with the Town.	# of partners communications reach	Not started	This action has not commenced as of 2025.

Action 1.3: Ensure staff are protected against climate risks.

Actions	Metric	Status of Progress	2025 Details of Progress
1.3.1 Initiative: Consult individual departments on operational needs and inclement weather and extreme heat days.	Consultations completed	In progress	The Town’s Senior Health & Safety Specialist has collaborated with departments to discuss operational needs for inclement weather and extreme heat days. The Town will continue consulting with departments in 2026, building on the Heat Stress Policy established in 2023.
1.3.2 Policy: Based on consultations, make recommendations to departments on potential policy/procedural changes in inclement weather and extreme heat days.	# of safety incidents reported relating to weather and climate-related risks	Not started	This action has not commenced as of 2025.
1.3.3 Policy: Ensure that anti-idling policies do not preclude outdoor staff from staying warm, dry, or cool in inclement weather or on extreme heat days. For example, designate one ‘cooling’ truck on a work site that workers can access as an air-conditioned space.	# of safety incidents reported relating to weather and climate-related risks	Complete	Town of Whitby By-Law No. 6489-11, an Anti-Idling By-Law, was passed by Council on May 30, 2011. This By-Law does not preclude outdoor staff from staying warm, dry, or cool in inclement weather or on extreme heat days. The by-law is not effective when: <ul style="list-style-type: none"> • The outside air temperature is below 5°C or above 27°C

			<ul style="list-style-type: none"> Vehicles remain motionless because of an emergency, traffic or weather conditions over which the driver has no control
1.3.4 Policy: Consider enhanced departmental budgets for personal protective equipment and clothing to decrease weather-related exposure and risk (such as cooling vests) and communicate to departments their ability to have such budget requests considered.	# of safety incidents reported relating to weather and climate-related risks	Not started	This action has not commenced as of 2025.
1.3.5 Initiative: Conduct an internal review of programs and services that can be offered remotely during extreme weather events (e.g., online fitness classes, hybrid work environments for staff, etc.) and conduct public engagement to prioritize remote service offerings.	# of non-service days per service	Not started	This action has not commenced as of 2025.
1.3.6 Education/Initiative: Publish a toolkit and/or guidance for private businesses and organizations to follow based on the Town's experience.	Toolkit published	Not started	This action has not commenced as of 2025.

Action 1.4: Integrate future climate risks into emergency management planning.

Actions	Metric	Status of Progress	2025 Details of Progress
1.4.1 Initiative: Conduct a review of Whitby’s emergency management plans with a climate/extreme weather lens and adapt the plan accordingly.	Plans updated	Complete	Whitby’s Emergency Management Plan was reviewed by Sustainability Staff using a climate and extreme weather lens. It was determined that existing measures adequately address all relevant climate risks, so no updates were necessary.
1.4.2 Initiative: Continue to conduct scenario training incorporating climate change-related disasters, and adapt training as needed based on projections.	# of climate-related training activities	In progress	Fire Services conducts annual scenario training incorporating climate change-related disasters, and adapts training as needed.
1.4.3 Initiative: Identify Town-owned and operated buildings that can function as emergency shelters and heating and cooling shelters and identify a list of other publicly accessible buildings that can serve these functions.	Buildings identified	Complete	A review of Town-owned and operated buildings capable of functioning as emergency, heating, and cooling shelters was completed. 17 buildings were identified across the Town that can serve these functions.
1.4.4 Policy: In collaboration with the Region of Durham, investigate the development of a policy to offer free transit during extreme heat, cold, and	Policy developed and being implemented	Not started	This action has not commenced as of 2025.

other inclement weather events so residents can access centres.			
1.4.5 Program: Develop and promote a voluntary register for citizens including seniors and individuals living with a disability that may require assistance or support during extreme weather events.	Registry in place and being utilized	Not started	This action has not commenced as of 2025.
1.4.6 Initiative: Conduct public engagement to determine preferred communications methods and channels during climate-related events and emergencies (e.g., through an app, phone notifications, social media, etc.).	Incentive completed and recommendations being implemented	Complete	No further action in 2025. This action was completed in 2023 through a community survey on preferred communication methods for climate related events and emergencies.

Action 1.5: Develop and implement a community wide education campaign on climate risks, preparedness and recovery.

Actions	Metric	Status of Progress	2025 Details of Progress
1.5.1 Education/Initiative: Develop a communications strategy that includes a baseline assessment of knowledge and identifies education needs.	Communications reach	Complete	A communications strategy was developed in 2024, including a baseline assessment of Whitby's climate risk knowledge and educational needs. In 2025, implementation commenced, including two resident workshops, distribution of

			emergency preparedness kits, amplification of climate emergency alerts, webpage updates, a targeted social media education campaign, promotion of incentive and rebate programs, and direct resident engagement through booths and interactive activities (such as “Spin the Wheel”) at Harvest Festival and Home Sweet Home.
1.5.2 Initiative: Partner with local not-for-profits and resident-led community organizations to engage the public on how they learn about climate change and risk - including imminent weather-related emergencies and long-term risks and understand what information they need to prepare and respond, who they trust to receive information from, and how they prefer to receive information.	# of partners Communication reach	Complete	In 2025, the Town continued its partnership with Durham Region to educate residents on imminent weather-related emergencies, long-term risks, and preparedness measures. Building on insights from the 2023 Emergency Preparedness and Climate Change Survey which identified the Town and Durham Region as the most trusted sources of information. The Town delivered targeted outreach through trusted channels and formats preferred by residents. This action is complete, and ongoing collaboration will ensure residents remain informed and prepared.
1.5.3 Education: Develop proactive education and information campaigns with partners the	Communications reach	In progress	In 2025, the Town developed education and information campaigns

public trusts and who can distribute information (libraries, non-profits, businesses, radio stations, etc.).			with Durham Region and other relevant partners.
1.5.4 Initiative: Complete a review of existing emergency communication protocols and identify strengths and weaknesses and assess the need for new communications tools such as an app that alerts residents of climate- and weather-related risks and closures.	Review completed and recommendations being implemented	Complete	In 2025, Sustainability Staff reviewed Whitby's Emergency Management Plan and Extreme Temperature Emergency Response Plan, including their emergency communication protocols and determined no updates were required. The 2023 survey confirmed residents prefer weather apps for alerts. Information on climate and extreme weather remains available on the Town's webpage, which encourages residents to subscribe to the Region's heat and cold alerts.
1.5.5 Program/Education: Develop a community-level education program on the importance of developing emergency preparedness plans for a variety of climate emergencies.	Communications reach	Complete	A community-level education program was developed as part of the larger communication strategy identified in Action 1.5.1. In 2025, the Town communicated the importance of developing emergency preparedness plans for a variety of climate emergencies through Facebook social media posts, the Climate Change and Extreme Weather webpage, community workshops, and outreach at Town events.

<p>1.5.6 Education: Develop education programs specifically for:</p> <ul style="list-style-type: none"> • Homeowners and renters to take action to make their homes more resilient and improve preparedness for emergencies • Homeowners and renters to take action to reduce their home’s greenhouse gas emissions • Heat-related illness • Extreme weather events and emergency preparedness 	<p>Communications reach</p>	<p>Complete</p>	<p>A community-level education program was developed as part of the larger communication strategy identified in Action 1.5.1. In 2025, staff communicated the importance of developing emergency preparedness plans for a variety of climate emergencies through Facebook social media posts, the Climate Change and Extreme Weather webpage, workshops, and outreach at Town events. Additionally, the new Durham Greener Homes Weather-Ready program shares information on how to increase the resilience of homes.</p>
<p>1.5.7 Education/Program: Ensure clear and simple communication with the public about climate mitigation, the location of emergency services, climate risks and the types of supports available from the Town.</p>	<p>Communications reach</p>	<p>In progress</p>	<p>Information about climate mitigation, the location of emergency services, climate risks and the types of supports available from the Town can all be found on the Town of Whitby’s website. Staff share this information via the Green Quarterly newsletter, social media posts, community workshops, and other communication channels.</p>

Action 1.6: Conduct community outreach immediately before and during periods of high risk.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>1.6.1 Program: Partner with police, the fire department, and nonprofits to develop outreach teams, focusing on at-risk, homeless and underhoused individuals, to:</p> <ul style="list-style-type: none"> • Create an at-risk persons registry • Visit homes of at-risk people and/or call during extreme heat, prior to and during flood events, and prior to and after extreme weather events • Hand out water, provide information about heat warnings, and offer advice about services such as cooling stations, businesses and facilities that welcome people to stay longer on hot days, and any free transit initiatives on hot days. 	<p>% of registered at-risk persons contacted during each event</p>	<p>In progress</p>	<p>In 2025, outreach teams distributed cooling kits items and supported individuals experiencing homelessness during extreme heat events. The Town will continue to partner with organizations to provide resources and information on cooling stations and available supports.</p>
<p>1.6.2 Initiative/Education: Share the Town’s strategy and tips for reducing outdoor workers’ exposure to heat for private businesses/employers to consider.</p>	<p>Toolkit published and shared with target audiences</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>

Action 1.7: Monitor climate change predictions and update the Adaptation Plan.

Actions	Metric	Status of Progress	2025 Details of Progress
1.7.1 Program: Assign a staff person to track the latest climate data and information relevant to Whitby.	Data and projections updated as per schedule	Not started	This action has not commenced as of 2025.
1.7.2 Policy: Review and update the CERP Phase 1: Resilience Plan and CERP Phase 2: Mitigation Plan every five years.	Plan updated as per schedule	Not started	This action has not commenced as of 2025.
1.7.3 Initiative: Review the needs of the Emergency Management Offices to incorporate climate resilience and preparedness into the planning processes and service delivery. For example, as vector-borne diseases become more prominent with a changing climate, ensure that a public health representative is included as part of EMO meetings, or EMO staff receives training or scenario opportunities that involve vector-borne illnesses.	Strategy updated as per schedule	Complete	Emergency Management Offices incorporated climate resilience and preparedness into planning and service delivery. The Durham Region Health Department participates in both Whitby's Emergency Control Group and Regional Emergency Control Group, and the Region provides educational materials on vector-borne illnesses such as Lyme disease.
1.7.4 Program: Coordinate across Town departments to ensure clear communication strategies for cross departmental responsibilities, such as ensuring the EMO has the most current	# of transparency and communications complaints on weather and	Complete	Clear communications strategies for cross departmental responsibilities are in place for climate related hazards and risks. These are outlined in the Town's Emergency Management Plan.

information regarding road access for route planning.	climate-related topics		
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2.0 Adapted Buildings and Built Infrastructure

Action 2.1: Ensure new construction and retrofits increase resilience.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>2.1.1 Policy: Utilizing the ‘Durham Region Climate Resilience Standard for New Houses’, develop policies and site plan permitting requirements that direct development applicants to address basement flooding and extreme heat protection. Priorities include:</p> <ul style="list-style-type: none"> • Sewer backflow prevention policy/requirement • Site grading, drainage, and low impact development requirements • Limiting and sealing foundation openings guidelines • Foundation drainage, sump pump, and downspout drainage and discharge policies and guidelines • Net-zero run-off guidelines and/or policy • Design guidelines for passive cooling including siting, shading, glazing, and window operability • Cool roof guidelines 	<p>Climate and weather-related losses/damages to buildings</p>	<p>In progress</p>	<p>Work in 2025 focused on identifying opportunities to advance climate-resilient development policies within the Town’s existing framework. Provincial limitations on requirements exceeding the Building Code constrain enforceability. Several priority elements are addressed through existing Official Plan policies and development guidelines, with further integration to be explored as opportunities arise.</p>

<ul style="list-style-type: none"> • Landscaping guidelines including maintaining existing trees and adding addition trees and native plant species • Energy efficiency components including insulation, windows, doors, and high-efficiency heat pumps (overlaps with Whitby Green Standard) 			
<p>2.1.2 Education/programs: Utilizing the ‘Durham Region Climate Resilience Standard for New Houses’, develop education materials and support programs for residents to complete resilience upgrades in their home to protect against basement flooding and extreme heat. Priorities should include actions that can be completed within existing buildings such as:</p> <ul style="list-style-type: none"> • Cool roof guidelines • Landscaping guidelines including maintaining existing trees and adding addition trees and native plant species • Energy efficiency upgrades including insulation, windows, doors, and high-efficiency heat pumps • Sealing foundations 	<p>Climate and weather-related losses/damages to buildings</p>	<p>Complete</p>	<p>In 2025, Durham Region launched the Durham Greener Homes Weather Ready program, which offers residents opportunities to assess and improve their homes’ ability to withstand floods, extreme heat, and wind. Durham residents can now access a free Weather-ready Home Assessment, along with practical resources and expert support to prepare for flooding, windstorms, and extreme heat or cold.</p>

<ul style="list-style-type: none"> • Foundation drainage, sump pump, and downspout drainage and discharge (see more in Action 2.4) 			
<p>2.1.3 Policy/initiative: Include climate resilience measures as part of the mandatory tier of the Whitby Green Standards and note the adaptation benefits for efficiency actions such as landscaping, air tightness, windows and doors, insulation, and efficient heating and cooling systems.</p>	<p>Climate and weather-related losses/damages to buildings</p>	<p>Complete</p>	<p>In 2025, the Whitby Green Standard was updated and incorporated climate-resilience requirements into Tier 1 for larger multi-residential buildings, such as providing a refuge area with heating, cooling, lighting, potable water, and 72 hours of backup power, while strengthening Tier 2 by requiring developers to use Whitby’s Climate Emergency Response Plan and Climate Insights mapping tool to demonstrate building resilience. Financial incentives are available when both tiers’ elements are achieved.</p>
<p>2.1.4 Program/initiative: Evaluate the need and ability to provide additional incentives and funding programs for energy-efficient new buildings and building upgrades.</p>	<p>Review completed and recommendations being implemented</p>	<p>Complete</p>	<p>In 2025, the Town continued to support energy-efficient building upgrades by promoting the additional \$5,000 Town top-up for Whitby residents participating in the Durham Greener Homes program, bringing the total</p>

			<p>available incentive up to \$10,000 per household.</p> <p>In December 2025, Council also adopted Version 2 of the Whitby Green Standard, along with a pilot financial incentive program to support higher-performing, energy-efficient new development. The incentive program includes staff assistance, builder recognition, and a one-year financial incentive pilot funded through the Housing Accelerator Fund.</p>
2.1.5 Advocacy: Advocate for the ability of municipalities to apply enhanced building codes.	<p>Discussions occurring with the Province</p> <p>Building code legislation amended</p>	Not started	This action has not commenced as of 2025.

Action 2.2: Retrofit buildings with heat pumps for at-risk people.

Actions	Metric	Status of Progress	2025 Details of Progress
2.2.1 Initiative/program/education: Identify eligible households and implement a targeted program for installing heat pumps in at-risk households, alongside measures that increase efficiency.	# of heat pumps installed	In progress	Heat pumps will be included in social housing retrofits at 715 Colborne and 850 Green St.

Action 2.3: Wet-proof and dry-proof homes for flooding reduction.

Actions	Metric	Status of Progress	2025 Details of Progress
2.3.1 Initiative: Develop guide about qualified contractors with external links to additional tips and information to complete wet-proof and dry-proof home retrofits.	Climate and weather related losses/damages to buildings	Complete	Information about how to find reliable professional contractors with external links has been developed and will be added to our new Energy Savings for Homes and Businesses webpage. External links have also been provided on how to complete wet-proof and dry-proof home retrofits on our webpage and can also be found through Durham Greener Homes.
2.3.2 Education: Develop educational materials for the community in high-risk neighbourhoods about the use of wet- and dry-proofing measures.	Communications reach	In progress	Educational materials are available through the new Durham Greener Homes Weather Ready program which is linked on our Environment and Sustainability webpage.

2.3.3 Infrastructure/initiative: Identify a Town property to use as a pilot project that demonstrates flood mitigation measures and allow the community to tour the facility and share the project through existing Town communication networks.	Pilot completed	Not started	This action has not commenced as of 2025.
2.3.4 Initiative/program: Provide guidelines and incentives for lot-level stormwater management including rain barrels, native seed species planting, and grass swales.	Guidelines developed Uptake of incentives	In progress	Guidelines for lot-level stormwater management have been included in the new Durham Greener Homes Weather Ready program.

Action 2.4: Increase culvert capacity in high-risk areas.

Actions	Metric	Status of Progress	2025 Details of Progress
2.4.1 Initiative (study): Reassess current culvert replacement studies with a climate lens to determine high-priority culvert replacements and needs for oversizing.	Study completed and recommendations being implemented	Complete	This study is completed and priority projects have been identified in the Town's capital program.
2.4.2 Policy/Infrastructure: Infrastructure right sized culvert replacement, typically 1.2x1:100 year event for major systems and 1:10 for minor systems, into asset management planning and budgeting, as opposed to one-for-one replacements. (Note: 1.2 x1:100 year event means the culvert is sized to handle a one in one hundred year storm event plus 30%, a 1:10	% of identified/at-risk culverts upgraded	In Progress	This action is being integrated into Town projects where feasible. For example, the Columbus Phase 1 project includes the construction of three new culverts designed to meet right-sizing standards.

culvert is sized to handle a one in ten-year storm event).			
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Action 2.5: Upgrade storm sewers.

Actions	Metric	Status of Progress	2025 Details of Progress
2.5.1 Initiative (study): Reassess current stormwater sewer replacement studies with a climate lens to determine high priority replacements and replacement details and complete an aligned costing study.	Study completed and recommendations being implemented	Not started	This action has not commenced as of 2025.
2.5.2 Initiative (study): Identify key locations where valving and cisterns can be installed to hold water and prevent backflow and surcharging.	Study completed and recommendations being implemented	Complete	The study has been completed identifying key locations where valving and cisterns can be installed to hold water and prevent backflow and surcharging.
2.5.3 Policy/infrastructure: Incorporate right-sized storm sewer replacement into asset management planning and budgeting, as opposed to one-for-one replacements.	% of identified/at-risk storm sewers and catch basins upgraded	Not started	This action has not commenced as of 2025.
2.5.4 Policy: Introduce a development stormwater management fee.	Policy developed and being implemented	Not started	This action has not commenced as of 2025.
2.5.5 Advocacy: Advocate for provincial policy updates to allow conservation authorities to add climate change projections into floodplain	Discussions occurring with the Province Legislation amended	Not started	This action has not commenced as of 2025.

modelling, and utilize these projects in Town planning and official policy.			
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Action 2.6: Manage flood risk from new development using zoning policies.

Actions	Metric	Status of Progress	2025 Details of Progress
2.6.1 Policy: Review current zoning and flood risk areas with information and mapping provided in this plan to determine appropriate revisions to or new by-laws to mitigate risk.	Flood-related losses/damages in new developments % of new developments with implemented flood mitigation measures	In progress	Staff worked with CLOCA to incorporate updated flood hazard mapping into new zoning schedules. Floodplain mapping updates are being addressed through the Official Plan in accordance with provincial policy, with Zoning By-law updates to follow Council adoption.
2.6.2 Policy: Utilizing the ‘Durham Region Climate Resilience Standard for New Houses’, develop site plan permitting requirements that direct development applicants to address basement flooding.	Site plan permitting requirements developed and being enforced	Not started	This action has not commenced as of 2025.

Action 2.7: Plan for emergency response in overtopped areas.

Actions	Metric	Status of Progress	2025 Details of Progress
2.7.1 Initiative: Review communication protocols within the Town government and with the community about road flooding.	Review completed and recommendations being implemented	Complete	Reviewed the Town’s Emergency Management Plan, including communication protocols for road flooding, and determined no updates were required.
2.7.2 Initiative (study): Conduct an assessment of high-risk roads that are prone to flooding to prioritize them for engineering-level flood mitigation measures and integrate findings into the Town’s Asset Management Plan.	Review completed and recommendations being implemented	In progress	In partnership with the CLOCA, a study has been completed that has identified high-risk flood zones.
2.7.3: Initiative/program: Assess potential park-and ride and other alternative transportation options to ease traffic congestion when rerouting occurs due to overtopping.	Review completed and recommendations being implemented	Not started	This action has not commenced as of 2025.

Action 2.8: Integrate future climate risk into the Town-wide Urban Flood Study.

Actions	Metric	Status of Progress	2025 Details of Progress
2.8.1 Initiative (study): Complete detailed calibration and cost analysis studies for flood mitigation measures in neighbourhoods identified as being at	Analysis complete	Complete	A five-year stormwater flow monitoring study was ongoing in 2024, including recommendations for detailed monitoring and calibration of flow rates at several critical areas vulnerable to flooding. The final study is now complete, and its findings are

risk of flooding and integrate findings into the Town's Asset Management Plan.			being integrated into the Town's Asset Management Plan.
2.8.2 Infrastructure: Implement the solutions identified by the calibration and cost-analysis studies, described above.	# of dwelling at-risk to flooding	Not started	The action has not commenced as of 2025.

Action 2.9: Enhance the redundancy of the energy system.

Actions	Metric	Status of Progress	2025 Details of Progress
2.9.1 Infrastructure: Integrate energy storage into emergency heating and cooling centers to enable continued operation during partial disruptions.	# of customers installing/ subscribing to energy alternatives	Not started	This action has not commenced as of 2025.
2.9.2 Initiative/program: Support residents to install renewable energy and energy storage at home and at businesses to create building-scale redundancy.	# of customers installing/ subscribing to energy alternatives	In progress	In 2025, Sustainability promoted programs such as Durham Greener Homes, Save on Energy, Enbridge, and federal incentives/rebates to residents and businesses to support renewable energy adoption. Energy storage is not currently a focus due to high costs and utility support limitations.
2.9.3 Initiative (study): Conduct a study to assess opportunities for community-scale renewable energy and energy storage.	Study completed and recommendations being implemented	Not started	This action has not commenced as of 2025.

2.9.4 Initiative (study): Conduct a study to explore micro-grids in existing developed areas.	Study completed and recommendations being implemented	Not started	This action has not commenced as of 2025.
2.9.5 Initiative (study): Conduct a study to explore ambient district energy systems in new development areas with higher building intensities.	Study completed and recommendations being implemented	In progress	A Request for Proposal for consulting services to develop the Durham Region Heat Master Plan was prepared in 2025, with the procurement process scheduled to begin in early 2026.
2.9.6 Initiative/program: Incentivize and encourage the installation of high-efficiency heating and cooling options, such as heat pumps to minimize disruptions stemming from overpeaking.	# of customers installing/ subscribing to energy alternatives Uptake of incentivize	In progress	<p>Since 2022, 652 homes in Whitby have enrolled in the Durham Greener Homes Program. This program aims to stimulate energy retrofits in existing residential buildings, encouraging homeowners to improve energy efficiency through updates such as insulation, windows, and heating systems. To date, 49 households have verified EnerGuide retrofits and 41 households have installed air source heat pumps.</p> <p>In 2025, the Town promoted the Durham Greener Homes program, and available incentives from Enbridge, Save on Energy, and the federal government to encourage the installation of high-efficiency heating and cooling options.</p>

3.0 Natural Spaces, Green Infrastructure and Trees

Action 3.1: Cover, expand, and protect natural spaces and urban forest for flood risk reduction, cooling and improved human well-being.

Actions	Metric	Status of Progress	2025 Details of Progress
3.1.1 Initiative: Assess current canopy cover in the Town, as a whole and separately in more and less developed areas of Whitby, and with an equity lens (e.g., are there at-risk communities with less canopy cover that could lead to increased heat risk?)	# of trees planted % canopy coverage for the town	Complete	Whitby's canopy cover was assessed to inform the development of the Urban Forestry Management Plan. However, an equity lens was not applied during this assessment.
3.1.2 Policy: Develop policies to maintain existing tree canopy coverage.	Policies developed and being recommended	Not started	This action has not commenced as of 2025.
3.1.3 Policy: Set an urban canopy cover target of at least 40% and an overall natural cover target that includes wetlands and tall grass prairies of 60%.	Targets set % canopy coverage and natural cover for the Town	Not started	This action has not commenced as of 2025.
3.1.4 Initiative: Develop an urban forest management strategy with recommendations on the following: <ul style="list-style-type: none"> • Meeting the canopy cover target and number of trees planted, focusing on both individual planting (street trees) 	Strategy developed and recommendations being implemented	In progress	The Town developed an Urban Forestry Management Plan which is undergoing final review. The recommendations outlined in this action have been considered during its development.

<p>and opportunities for creating new urban forests</p> <ul style="list-style-type: none"> • Identifying trees resilient to expected changes in climate, and build resilience through diversified plantings throughout the Town • Maintaining a town wide tree inventory and monitoring and tracking tree conditions • Introducing improved soil standards for new plantings for trees, as well as other plants • Monitoring for and managing climate-related risks to trees such as diseases, pests, invasive species, and heat stress and identifying the introduced species that can be planted to maintain canopy targets, as well as ways to manage habitat loss for birds and animals reliant on current tree species in Whitby • Identifying roles for the City, local organizations, and citizen scientists including considering a collaborative tree monitoring program throughout the community 			
<p>3.1.5 Program: Increase tree management to help young trees thrive in a changing climate. For example, increasing watering,</p>	<p>One full-time equivalent hired to implement</p>	<p>Complete</p>	<p>Two summer students and two pick-up truck/watering trailer combo units are used to water</p>

adding watering bags/gators to street trees, and educating property owners on proper care, assist the migration of native trees to areas where they are more likely to survive.			approximately 1200 trees per year. The student's water each newly planted tree, 10 times per season or once every 2-weeks.
3.1.6. Policy: Update standards for tree planting on new private developments to incorporate climate-based targets.	Policies developed and being implemented	Not started	This action has not commenced as of 2025.
3.1.7 Policy: Update standards for green space access and tree planting to address climate change in new developments and determine the funding structure (for example co-pay by the municipality and developers).	Policies developed and being implemented	Not started	This action has not commenced as of 2025.
3.1.8 Initiative: Work in partnership with CLOCA to develop a strategy for the Town to conserve urban forests and high natural heritage value lands.	% of permanently protected urban forests and natural heritage lands	Not started	This action has not commenced as of 2025.
3.1.9 Initiative: Acquire existing Natural Heritage System (NHS) blocks into public ownership during the development process and manage them for climate change mitigation.	% of NHS blocks conserved through public acquisition	Not started	This action has not commenced as of 2025.
3.1.10 Initiative (study): Assess the need/ability for the Town to purchase additional lands for tree planting.	Strategy developed and recommendations being implemented	Not started	This action has not commenced as of 2025.
3.1.11 Program: Plant trees alongside trails, sidewalks, and outdoor sports fields/facilities to provide cooling benefits.	% canopy cover % shade cover in public spaces	In progress	Received funding through the Federation of Canadian Municipalities, Growing Canada's Community Canopies to support

			planting 800 trees across the Town to provide cooling benefits.
3.1.12 Initiative: Increased planting around creeks to maintain creek temperatures.	% of time creek temperatures within normal range	Not started	This action has not commenced as of 2025.
3.1.13 Education: Promote Durham Trees to land owners to increase windbreaks along the edge of properties.	Number of trees planted in Whitby through the Durham Trees program.	In progress	In 2025, Sustainability promoted the Durham Trees program through three Facebook social media posts reaching a total of 3228 individuals.

Action 3.2: Apply green infrastructure for flood reduction and heat management.

Actions	Metric	Status of Progress	2025 Details of Progress
3.2.1 Policy: Strengthen policy-based protection of natural heritage systems, woodlands, and floodplain areas from development, and utilize zoning to create and maintain connected natural heritage systems.	Km ² /protected lands	In progress	Floodplain protection policies are being updated through the Official Plan, informed by regional policy direction and provincial review. Council adoption is anticipated in early 2026. Broader natural heritage system updates will be considered through future policy work.
3.2.2 Policy: Create a policy to increase vegetative buffers in flood plains to mitigate risk to new development.	Ha of green infrastructure installed	Not started	This action has not commenced as of 2025.
3.2.3 Initiative (study)/program: Assess current flood plains and	Study completed and recommendations being implemented	Not started	This action has not commenced as of 2025.

develop a strategy for increasing vegetative buffers.			
3.2.4 Initiative (study)/program: Assess the health of wetlands within the town and develop restoration plans.	Study completed and recommendations being implemented	Not started	This action has not commenced as of 2025.
3.2.5 Initiative: Select a neighbourhood for a pilot project to install green infrastructure, with signage and community participation where possible.	Establishment of a Sustainable Neighbourhood Action Plan Program	In progress	<p>In 2025, the Town continued implementation of the Sustainable Neighbourhood Action Plan (SNAP) in partnership with the Central Lake Ontario Conservation Authority (CLOCA) and Durham Region. West Lynde was selected as the first neighbourhood to launch the initiative.</p> <p>To date, SNAP has engaged more than 750 residents and 90 students, supported the planting of 50 trees and shrubs through the neighbourhood's first little forest, hosted 34 community events, and partnered with over 30 organizations. Green infrastructure initiatives delivered through the program include rain barrels, rain gardens, and pollinator gardens installed throughout the neighbourhood.</p> <p>Key actions included a rain barrel pilot project delivered in partnership with the Lynde House Museum, where five rain barrels were installed on site as a</p>

			<p>demonstration project. A hands-on workshop held on September 25 introduced residents to the SNAP program, watershed concepts, and the benefits of rainwater harvesting. As part of the pilot, at least eight rain barrels were provided to West Lynde homeowners, with Town staff supporting installation, including diverter setup. In addition, three green infrastructure projects were advanced: a rain garden at West Lynde Public School, a pollinator garden at St. Marguerite d'Youville Catholic School, and a pollinator garden at the Whitby Central Library.</p> <p>Finally, the SNAP Team conducted a neighbourhood-wide survey to help establish a shared vision and inform the development of the SNAP Action Plan.</p>
<p>3.2.6 Education: Publicly share information on how to install and maintain green infrastructure.</p>	<p>Participation in events and workshops</p> <p>Communications reach</p>	<p>In progress</p>	<p>Information was shared through multiple channels, including the Durham Greener Homes (DGH) Weather Ready launch in September, the Town's webpage and social media. Handouts from the University of Waterloo were distributed at Town events, and the DGH website now provides online resources. The September Emergency Preparedness Workshop also included a brief focus on green infrastructure.</p>

<p>3.2.7 Initiative/education: Continue to host community tree planting events and utilize the events to disseminate information on green infrastructure</p>	<p># of events/# of trees planted</p>	<p>In progress</p>	<p>In 2025, Sustainability staff hosted community tree planting events in partnership with Local Enhancement & Appreciation of Forests (LEAF) and Little Forests Durham. LEAF hosted two tree planting events at Rosedale Park (500 trees and shrubs planted), one maintenance event at Rosedale Park, and two tree tours. Little Forests Durham hosted one preparation site event and one tree planting event (600 trees) at Heber Down Conservation Area.</p> <p>For more information, please visit the Sustainability Initiatives section.</p>
<p>3.2.8 Initiative (study): Complete a review of Town of Whitby properties and infrastructure to identify locations and opportunities for green infrastructure.</p>	<p>Review completed and recommendations being implemented</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>
<p>3.2.9 Initiative (study): Investigate drainage solutions for community recreation areas and sports fields that are impacted by flooding to avoid loss of recreational and economic development opportunities.</p>	<p>Review completed and recommendations being implemented</p>	<p>Complete</p>	<p>Parks staff continue to follow industry best practices for improving sports field drainage. All fields receive slicing and aerating to address precipitation, opening season audits of irrigation systems, closure of fields due to excessive wear, damage, or hazardous conditions, and operational hurdles in design/functionality continue to be communicated.</p>

3.2.10 Education: Add natural infrastructure data to Whitby's open data portal, and actively reach out to partners and stakeholders to share information.	Data added to open data portal	In progress	In 2025, Sustainability had conversations with the Senior GIS Coordinator to determine how to best incorporate natural infrastructure data to Whitby's open data portal. Opportunities to continue adding natural infrastructure data to Whitby's open data portal will be explored in 2026.
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Action 3.3: Monitor for invasive species on trees, natural heritage features and agricultural crops.

Actions	Metric	Status of Progress	2025 Details of Progress
3.3.1 Education: Educate staff on invasive species in Ontario, and on the Early Detection and Distribution Mapping System	# of targeted staff trained	In progress	Parks Development staff in collaboration with CLOCA managed select invasive species in 2025, such as Phragmites. Further education opportunities with external parties are being explored to better understand the hurdles, cost implications, grant opportunities and best management practices.
3.3.2 Initiative: Create an Invasive Species Management Plan to monitor and manage invasive species.	Plan developed and recommendations being implemented	Not started	This action has not commenced as of 2025.
3.3.3 Initiative/education: Continue to identify potential invasive species threats with assistance of local, provincial, and national monitoring agencies.	Invasive species tracking identified	Not started	This action has not commenced as of 2025.

	Staff participate in advocacy with agencies		
3.3.4 Infrastructure: Purchase and assemble monitoring supplies and equipment.	Equipment purchased	Not started	This action has not commenced as of 2025.
3.3.5 Program: Put out an open call and assemble interested parties who wish to distribute and monitor invasive species traps and report back to Town.	# of participants	Not started	This action has not commenced as of 2025.
3.3.6 Policy: Investigate requirements for invasive species management plans as a condition of development for development adjacent to natural heritage areas.	Review completed and appropriate policies and guidelines developed	Not started	This action has not commenced as of 2025.

4.0 Human Well-being

Action 4.1: Ensure a network of cooling centres, splash parks and drinking fountains.

Actions	Metric	Status of Progress	2025 Details of Progress
4.1.1 Initiative (study): Determine key locations for fountains, based on areas with high percentages of at-risk populations and proximity to gathering places/high-traffic outdoor spaces.	# of splash parks and public pools/usage # of drinking fountains	In progress	Currently prioritizing locations where fountains are viable, moderate foot traffic and proximity to facility for support/inspections.
4.1.2 Initiative: Create a map of public water fountains, splash pads, and cooling centres and ask businesses to register via a Town-curated map or external platform (such as BlueW.org or water-map.org) if they have a publicly accessible fountain, water refill station, or allow the public to refill water bottles at their location. Promote the map via identified communications channels.	Map completed and review on quarterly basis	Complete	A map of public water fountains, splash pads, and cooling centres can be found on the Town's open data portal.
4.1.3 Initiative/program: Develop a strategy for when, how, and where to deploy temporary structures in public spaces such as event tents that can be used as temporary shade structures, and promote these to the public.	Strategy developed and recommendations being implemented	Not started	This action has not commenced as of 2025.

4.1.4 Initiative: Develop a strategy for when and how to open Town facilities to the public for daytime cooling.	Strategy developed and recommendations being implemented	Complete	Facilities are open to the public for daytime cooling during extreme heat. Weekend accessible locations are identified on the Town's website.
4.1.5 Initiative/infrastructure: Create an implementation schedule and construct splash pads in key locations previously identified by the Town.	# of planned splash parks constructed	Not started	This action has not commenced as of 2025.
4.1.6 Initiative: Extend the season water fountains, splash pads, and cooling facilities are open to the public to coincide with weather and climate trends.	Season extended # of splash parks	Complete	Whitby's splash pads typically open the Friday before Victoria Day weekend in May and remain open until the end of September. Opening and closing dates may vary slightly based on weather conditions.
4.1.7 Education: Coordinate within the Town and with not-for-profit partners and businesses to ensure that social media sites, public information screens, and any other publicly-accessible information notify residents of extreme heat events and spaces they can go to cool down.	Communications reach	Complete	The Durham of Region notifies residents of extreme heat and cold events through its alert system. The Town of Whitby amplifies this messaging when possible.

Action 4.2: Develop shaded structures for public protection.

Actions	Metric	Status of Progress	2025 Details of Progress
4.2.1 Policy: Create a policy or design guideline for public spaces to incorporate shade structures and set a minimum shaded area standard for public spaces.	# of public spaces with shade facilities % of 'shade canopy' in public spaces	Not started	This action has not commenced as of 2025.
4.2.2 Policy: Create a guideline for shaded spaces and heat management plans at all public events and events hosted on Town-owned lands.	Policy developed and being implemented	In progress	In 2025, Sustainability collaborated with the Events Team to develop a draft guideline for shaded spaces and heat management at public events held on Town-owned lands.
4.2.3 Education/policy/program: Ensure that all individuals and groups hosting events on public lands are aware of the shaded spaces and heat management plans guideline, and provide education on heat management practices, as appropriate based on the location of the event.	Policy being enforced in 100% of applications	Not started	This action has not commenced as of 2025.
4.2.4 Initiative: Include a new label in the Town's Asset Management Plan - Parks Report Card that	Asset added	Not started	This action has not commenced as of 2025.

specifically identifies “Shade Facilities” in the inventory of Amenities and Furniture Overview.			
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Action 4.3: Promote urban agriculture.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>4.3.1 Policy: Develop an Urban Agriculture Strategy that includes land-use by-law review of the following potential items:</p> <ul style="list-style-type: none"> • Utilizing urban agriculture as a form of productive green space/mechanism to expand green space • Supporting farmer’s markets • Community gardens • Roof-top gardens and greenhouses • Indoor farming • An urban beehive policy/by-law 	<p>Strategy complete</p> <p># of strategy recommendations being implemented</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>

Appendix C – CERP Phase 2 – Mitigation

1.0 Governance and Leadership

Action 1.1: Update the Governance and Leadership Actions outlined in the Climate Emergency Response Plan (CERP) Phase 1: Resilience – Implementation Plan to include climate change mitigation considerations.

Actions	Metric	Status of Progress	2025 Details of Progress
1.1.1 Policy: The following CERP: Resilience – Implementation Plan actions were updated with mitigation considerations: Actions 1.1.2, 1.1.4, 1.1.5, 1.1.6, 1.2.4, 1.5.6, 1.5.7 & 1.7.2.	CERP: Phase 1 – Resilience’s Implementation Plan updated to include mitigation considerations	Complete	The CERP: Resilience Implementation Plan was updated to include mitigation considerations during Council adoption of CERP Phase 2: Mitigation in December 2023.

Action 1.2: Monitor and report on climate change mitigation.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>1.2.1 Program/Initiative: Convene a “CERP: Resilience and Mitigation Roundtable” of Town, Region of Durham, and Elexicon Energy staff representatives to:</p> <ul style="list-style-type: none"> • Determine the allocation of both Implementation Plan’s actions into departmental work plans; • Identify internal operational and capital funding opportunities for each sub-action; • Determine the Town’s role in each sub-action and identify internal leads; • Build and leverage external partnerships; and • Adaptively respond to changes in sub-actions, external funding opportunities, and technological developments. 	<p>Roundtable participants identified</p> <p>Roundtable convened</p> <p>Quarterly meetings hosted on an annual basis</p>	<p>In progress</p>	<p>In November 2025, Sustainability hosted the first CERP: Resilience and Mitigation Roundtable with 20 internal and external participants, including Town staff, regional partners, and Elexicon Energy. The workshop explored opportunities to advance Whitby’s actions through collaboration, education, and strategic planning. Participants documented key milestones, challenges, opportunities, support needs, emerging themes and patterns, and identified recommendations and next steps to support implementation of both mitigation and resilience actions.</p>
<p>1.2.2 Program: With support of the Project Manager, Sustainability and Climate Change, dedicate two staff members from</p>	<p>Annual work plan developed and reviewed</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>

<p>the Town's Strategic Initiatives department to oversee the implementation of CERP Phase 1: Resilience and CERP Phase 2: Mitigation, and develop annual work plans identifying activities, budgets and schedules to achieve the sub-actions.</p>	<p>FTE spent on CERP: Phase 1 and Phase 2 tracked</p> <p>One new FTE position hired in 2026 to manage CERP Phase 2: Mitigation</p>		
<p>1.2.3 Program: Track, update, and share annual progress and reporting on CERP Phase 2: Mitigation Plan's implementation. Activities can include tracking the annual progress on each of the Implementation Plan's tracking metrics and GHG inventories in the Annual Sustainability Report, investigating opportunities to update implementation actions, and submitting applications for third-party certification programs (i.e., Carbon Disclosure Project).</p>	<p>Implementation reported of actions reported in the Annual Sustainability Report</p>	<p>In progress</p>	<p>The Town of Whitby is tracking the annual progress on Whitby's Climate Emergency Response Plan's through this Annual Sustainability Report. In addition, all actions are being submitted through the Carbon Disclosure Project, a third-party certification program.</p>
<p>1.2.4 Program: Complete an annual GHG inventory according to the GHG Protocol for Community-Scale GHG Inventories, the standard accounting protocol for GHG emissions, to enable the Town to track its progress against targets and support</p>	<p>Annual GHG inventory completed</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>

reporting to CDP (Carbon Disclosure Project) and the annual indicator report.			
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Action 1.3: Monitor and apply for additional funding.

Actions	Metric	Status of Progress	2025 Details of Progress
1.3.1 Program/Initiative: The Town’s Climate Change Coordinator position will monitor and apply for funding and grant opportunities.	Number of annual funding applications submitted	In progress	The Climate Change Coordinator, in collaboration with the Senior Manager of Government Relations & Grants, actively monitors funding and grant opportunities. In 2025, Sustainability staff applied to two grants – the Codes Accelerator Fund and Implementation Projects: Adaptation in Action.

2.0 Decarbonizing Buildings

Action 2.1: Develop a deep retrofit program for all non-municipal buildings in Whitby, including residential, institutional, commercial, and industrial (ICI) buildings.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>2.1.1 Program/Initiative: Complete a study in collaboration with Elexicon Energy that forecasts adoption rates for decarbonizing buildings actions and identifies the impact of these programs on distribution network infrastructure (including grid capacity limitations for renewable energy installation) in order to plan for future loads to ensure sufficient capacity.</p>	<p>Partnership with Elexicon Energy established</p> <p>Study completed</p> <p>Establish next steps required to increase adoption rates and grid capacity</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>
<p>2.1.2 Initiative: Investigate the development of a residential Property Assessed Clean Energy (PACE) program. Similar programs have been implemented across Canada, including the City of Edmonton’s Residential Clean Energy Improvement Program (CEIP), Toronto’s Home Energy Loan Program (HELP), and Nova Scotia</p>	<p>PACE program investigated</p> <p>PACE program presented to Council for Approval</p>	<p>In progress</p>	<p>In 2024, Durham Region, in consultation with Whitby and other Local Area Municipalities, developed a PACE/Local Improvement Charge (LIC) program to support the implementation of the Durham Greener Homes program. In April 2025, Regional Council provided approval to move</p>

<p>PACE, which can be used as a guide and precedent for the creation of a Whitby PACE program. Allow building owners to stack PACE loans with the Durham Greener Homes Program.</p>	<p>PACE program investment secured</p>		<p>forward and implement the PACE/LIC program. Whitby will work with Durham Region to promote this program to residents to increase the number of households completing deep energy retrofits in 2026.</p>
<p>2.1.3 Program/Initiative: Investigate additional financing opportunities for residents to make retrofits and potentially stack with the Durham Greener Homes Program.</p>	<p>Research completed</p> <p>Durham Greener Homes Program expanded to include further funding as appropriate</p>	<p>Complete</p>	<p>Through the Housing Accelerator Fund, the Town launched an additional \$5,000 top-up to support Whitby residents participating in the Durham Greener Homes program, bringing the total incentive available to \$10,000. Whitby's \$5,000 contribution is available until end of 2026, or until funds are fully allocated.</p>
<p>2.1.4 Initiative/Education: Develop a guide about qualified contractors with external links to additional tips and information to complete residential retrofits.</p>	<p>Guide developed and posted on the Town of Whitby website</p>	<p>Complete</p>	<p>In 2025, the Town added additional tips and resources to the existing Energy Savings for Homes and Businesses webpage to help homeowners find qualified and reliable contractors for residential retrofits. The webpage also links to external resources, including the Canadian Home Builder's Association, to support residents in completing home retrofit projects.</p>

<p>2.1.5 Education: Educate residents on energy retrofits that can be completed in their homes, and the benefits of energy retrofits and heat pumps. For example, education materials/initiatives could include a video series of community members successfully undertaking home retrofits.</p>	<p>Number of education techniques used</p> <p>Number of people reached through education efforts</p>	<p>In progress</p>	<p>On May 6, 2025, the Town, in partnership with Humber College, Enbridge Gas and the Municipality of Clarington, hosted a virtual Home Efficiency Retrofit Orientation (HERO) webinar. The two-hour session educated homeowners on energy-efficient upgrades, including retrofits and heat pumps, and shared best practices for incorporating efficiency improvements during home renovations. The webinar had 36 participants, including approximately 17 residents from Whitby.</p>
<p>2.1.6 Education: Clearly communicate and promote existing programs and incentive stacking opportunities that residents can take advantage of to complete energy retrofits through federal, provincial, regional, utility, and other local government programs.</p>	<p>Number of education techniques implemented</p> <p>Number of people reached through education efforts</p>	<p>In progress</p>	<p>In 2025, the Town implemented a year-long education and awareness campaign to promote energy retrofit programs and incentive stacking opportunities across federal, provincial, regional, utility, and local government offerings. The campaign included 24 social media posts, reaching approximately 23,500 residents, and energy incentive features in three editions of the Green Quarterly, reaching 256 individuals.</p>

			To support easier access to information, the Town also launched a new Energy Savings for Homes and Businesses webpage consolidating current incentives and rebate programs, which received 187 page views in 2025. The Town also partnered with HERO to host an educational webinar in May 2025, attended by 17 participants.
2.1.7 Initiative/Education: Support the Region of Durham in developing partnerships with affordable housing agencies and seek out funding to conduct a bulk energy retrofit pilot to retrofit several housing units at one time with minimal disruption to residents.	Partners identified and established Funding for pilot secured Number of low-income housing retrofitted	In progress	The Region of Durham continued work in 2025 to support energy retrofits in affordable housing, including direct engagement with Otter Creek and Manning Mews to explore funding opportunities. Otter Creek successfully secured Enbridge funding for the installation of heat pumps. The Region is also advancing retrofit planning for Region-owned buildings and investigating a potential capital funding program.
2.1.8 Advocacy: Support sector advocacy to the provincial and federal governments, construction industry, and local post-secondary education institutions, including trades schools, to develop a labour and training strategy to meet buildings retrofit targets.	Advocacy completed Local labour and training strategy developed	Not started	This action has not commenced as of 2025.

<p>2.1.9 Initiative: Investigate the development of a commercial Property Assessed Clean Energy (C-PACE) program. Similar programs have been implemented across Canada, including the City of Edmonton's Commercial Clean Energy Improvement Program (CEIP).</p>	<p>C-PACE program investigated</p> <p>C-PACE program presented to Council for approval</p> <p>C-PACE program investment secured</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>
<p>2.1.10 Initiative: Support the Region of Durham in investigating the opportunity to expand the Durham Greener Buildings Program to include additional financing support for businesses beyond the three-year timeline.</p>	<p>Durham Greener Buildings Program expanded to include further funding</p> <p>Durham Greener Buildings Program expanded beyond three-year time frame</p>	<p>In progress</p>	<p>In 2025, the Region of Durham began exploring financing and partnership opportunities to expand the Durham Greener Buildings Program to include additional financing support.</p>
<p>2.1.11 Initiative/Education: Develop a guide about qualified contractors with external links with additional tips and information to complete ICI retrofits.</p>	<p>Guide developed and posted on the Town of Whitby website</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>
<p>2.1.12 Education: Educate the ICI sector on the energy retrofits that can be completed, the benefits of energy retrofits and heat</p>	<p>Number of education techniques used</p>	<p>In progress</p>	<p>During Whitby Local Business Week an Unlocking Savings, Business Retrofit Incentives Event was held on October</p>

pumps. For example, education materials/initiatives could include a video series of businesses successfully undertaking retrofits.	Number of people reached through education efforts		22, 2025, in partnership with Enbridge. Five businesses came out and learned about the energy retrofits they can complete and the incentives available.
2.1.13 Initiative: Develop a program to recognize ICI sector business leaders, such as publishing feature articles and blurbs in the Town of Whitby's Economic Development Newsletter and/or website.	Recognition program developed Number of ICI sector businesses highlighted in the program	Not started	This action has not commenced as of 2025.

Action 2.2: Implement the deep retrofits for municipal buildings as identified in the Zero Carbon Whitby Framework.

Actions	Metric	Status of Progress	2025 Details of Progress
2.2.1 Program: Complete building retrofits and energy system replacements of the 46 existing buildings as identified in the Zero Carbon Whitby: Costing Study to Eliminate Greenhouse Gas Emissions 2022-2045 (Zero Carbon Whitby Costing Study).	Number of annual retrofits completed based on Zero Carbon Whitby schedule Annual carbon budget target met	In progress	Between 2023 and 2025, Zero Carbon Whitby projects achieved an estimated 564.1 tCO ₂ e reduction in GHG emissions, representing 49% of the 2025 target. Ten Zero Carbon retrofit projects have been completed across Town facilities, contributing significantly to overall progress toward the Town's interim emission reduction goals.

	Annual Reporting on Zero Carbon Whitby completed		
2.2.2 Initiative/Education: Develop an interactive publish dashboard, connected to submetering systems installed as per the recommendations of the Zero Carbon Whitby Framework, that displays energy consumed and carbon emissions saved in the building.	Public dashboard created	Not started	This action has not commenced as of 2025.
2.2.3 Education: Develop a communications and engagement plan to publicly report on Town energy retrofits, host public demonstrations, and share information on the results and payback. For example, sharing bi-annual infographics with the community to demonstrate the Town's progress on implementing the Zero Carbon Whitby Framework.	Communications and engagement plan developed Number of annual community touchpoints Number of community members reached (e.g., website visits, social media campaign reach)	Not started	This action has not commenced as of 2025.

Action 2.3: Develop a retrofit program for electric heat pumps and water heaters for residential and non-residential buildings.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>2.3.1 Program: Identify eligible households and implement a targeted program for installing heat pumps and electric water heaters in lower-income or at-risk households (e.g., senior centers, support housing), alongside measures that increase efficiency. For example, explore a program to connect heat pump manufacturers and installers with lower-income households to discount the incentive of the heat pump at the time of purchase.</p>	<p>List of eligible households identified</p> <p>Partnerships established (i.e., manufacturers, installers, or private funders) to fund program</p> <p>The annual number of heat pumps and electric water heaters installed at lower income or at-risk houses</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>
<p>2.3.2 Initiative: Support the Region of Durham in investigating opportunities to expand the Durham Greener Homes and Durham Greener Buildings Programs incentives and funding for heat pump and electric water heater retrofits.</p>	<p>Durham Greener Homes and Buildings Program expanded to include further funding for heat pumps and electric water heaters</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>
<p>2.3.3 Advocacy: Support sector advocacy to the provincial and federal governments to adopt legislation</p>	<p>Advocacy opportunity discussed with CAP and TAF</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>

banning the installation of natural gas appliances.	Advocacy campaign launched		
2.3.4 Education: Develop and implement a communications and engagement plan to educate the community about the benefits and feasibility of electric heat pumps and water heaters, and federal, provincial, and regional rebates and grant programs. For example, engagement events and campaigns can include open houses hosted at locations with electric heat pumps and water heaters, speaker-series and educational webinars, and social media campaigns.	<p>Communication and engagement plan developed and implemented</p> <p>Number of campaigns developed and number of engagement events hosted</p> <p>Number of community members reached (e.g., website visits, social media campaign reach)</p>	In progress	In 2025, the Town supported community education on the benefits, feasibility, and available incentives for electric heat pumps and heat pump water heaters through a range of communication and engagement activities. Information on electrification options and related rebate programs was shared through existing energy retrofit outreach efforts, including Town communication channels, the Energy Savings for Homes and Businesses webpage, and educational webinars.

Action 2.4: Develop programs to support all new non-municipal buildings in Whitby in achieving net-zero standards, including residential, institutional, commercial, and industrial (ICI) buildings.

Actions	Metric	Status of Progress	2025 Details of Progress
2.4.1 Program: In collaboration with the Region of Durham, City of Pickering, Municipality of Clarington and Town of Ajax, investigate and implement an incentive program to encourage the adoption of the Whitby	<p>Incentives study completed</p> <p>Incentive program funded and implemented for energy performance standards</p>	Complete	While the regional incentive program did not materialize, the Town developed its own incentive program as part of Whitby Green Standard Version 2, which was endorsed by Council in December 2025. This program provides staff assistance, builder recognition,

Green Standard (WGS) higher energy performance standards.	The number of development applications approved using the higher tier energy performances in the WGS		and a one-year pilot financial incentive to encourage builders to meet higher energy performance standards.
2.4.2 Initiative: By end of 2024, update the Whitby Green Standard's (WGS) minimum requirements to Tier 2 and develop a Terms of Reference (TOR) outlining specific requirements for each performance criteria.	TOR developed WGS Tier 2 requirements implemented	Complete	In December 2025, Council approved Version 2 of the WGS, updating the Town's minimum sustainability requirements for new developments. The updated WGS is supported by a Reference Document (TOR) that clearly outlines performance criteria, strengthening energy efficiency and climate performance and providing greater clarity for implementation.
2.4.3 Education: Educate developers, planners, and builders on the WGS and opportunities to achieve higher performance standards.	Education materials developed Number of developers, planners, and builders engaged	In progress	As part of the update to WGS Version 2, the Town engaged developers, planners, and builders to help inform the proposed updates and clarify changes to the Standard, including the requirements needed to achieve higher performance tiers. Engagement activities focused on communicating the rationale for the updates, key changes from Version 1, and the introduction of the new incentive program.

			In December 2025, this engagement included a targeted presentation delivered to 13 planners, providing an overview of the updated Standard and outlining how the revised requirements and incentive program would support and encourage higher-performance development.
2.4.4 Advocacy: Identify organizations to advocate the Ontario Government to adopt higher energy performance codes in the Ontario Building Code.	Participation in Ontario Government Engagement Sessions, and comments on proposed changes provided Identification and engagement with advocacy organizations	Not started	This action has not commenced as of 2025.
2.4.5 Advocacy: Identify organizations to advocate for training and micro-credential programs for skilled tradespeople to increase their knowledge and skills around efficient building practices.	At least one project sponsor, support, or partnership identified Increase number of training and micro-credential programs available regarding efficient building practices	In progress	In 2025, Climate Action Partnership (CAP), initiated preliminary research to identify organizations with the capacity to support training and micro-credential programs for skilled trades to efficient building practices.

Action 2.5: Construct all new municipal buildings to meet net-zero standards as identified in the Zero Carbon Whitby Framework.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>2.5.1 Infrastructure: Complete construction of three new facilities (the Whitby Sports Complex, the Fire Station Training Tower/Fire Training Complex, and new Community, Animal and Enforcement Building). Complete the Operations Centre Phase 2 Expansion to a net-zero standard as identified in the Zero Carbon Whitby: Costing Study to Eliminate Greenhouse Gas Emissions 2022-2045.</p>	<p>New buildings built to Tier 3 of the Whitby Green Standard</p>	<p>In progress</p>	<p>The construction of the Fieldgate Sports Complex, which will be LEED (Leadership in Energy and Environmental Design) Gold and CaGBC Zero Carbon Building Design certified, has been ongoing in 2025.</p> <p>In 2024 the final design of the Fire Training Tower project was completed. Construction of the Fire Training Tower commenced in 2025, but as this project is not a building and has no occupancy the Whitby Green Standard does not apply.</p> <p>The design process for the Operations Centre Phase 2 Expansion started in 2024. An update was provided to Council in October 2024, stating that the expansion will achieve Tier 3 of the Whitby Green Standard and will use</p>

			<p>CaGBC Zero Carbon Building Design Standard.</p> <p>In 2025, the Design Development phase for the Community, Animal and Enforcement Building and Fire Hall #6 has commenced. Both will be designed to Tier 3 of the Whitby Green Standard.</p>
<p>2.5.2 Initiative/Education: Conduct public consultation to report on the Town's new net-zero construction, host public demonstrations, and share information on the results.</p>	<p>Number of communication actions completed</p> <p>Number of community members reached (e.g., website visits, social media campaign reach)</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>

3.0 Generating Renewable Energy

Action 3.1: Increase local renewable energy generation through installation of rooftop solar photovoltaics (PVs) and ground-mount solar PVs and investigating new technology.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>3.1.1 Policy: Complete a review and assessment of zoning by-laws to screen for any barriers to solar photovoltaic (PV) installations, and update by-laws accordingly.</p>	<p>By-law assessment complete</p> <p>Assessment and recommended updates reported to Council</p> <p>By-laws revised to as per recommendations</p>	<p>In progress</p>	<p>In spring 2025, The Atmospheric Fund completed a review of the Town’s zoning by-laws and provided recommendations on opportunities to remove barriers to solar photovoltaic (PV) installations. Opportunities to address identified barriers will be considered as part of the current Zoning By-law update.</p>
<p>3.1.2 Program/Initiative: Create an inventory of all programs, funding, and support mechanisms available to building owners in Whitby to add solar PVs to rooftop and parking lots and analyze opportunities and gaps.</p>	<p>Inventory of opportunities and gaps completed</p> <p>Inventory is used to support the implementation of Actions 3.1.3 and 3.1.5</p>	<p>Complete</p>	<p>In 2025, the Town utilized the new Energy Savings for Homes and Businesses webpage to compile an inventory of available programs, incentives, and support mechanisms for Whitby homeowners and businesses, including those applicable to rooftop and parking-lot solar photovoltaic (PV) installations. While the webpage captures a range of energy efficiency and electrification incentives, it also supports awareness</p>

			of available funding for solar PV and provides a foundation for future analysis of opportunities and gaps related to solar deployment in Whitby.
3.1.3 Education: Educate building owners on programs, funding, and support mechanisms available to install solar PVs, and of the feasibility of these installations in Whitby.	Number of education programs completed on an annual basis Number of building owners engaged with on an annual basis	In progress	During Whitby Local Business Week an Unlocking Savings, Business Retrofit Incentives Event was held on October 22, 2025, in partnership with Enbridge. Five businesses came out and learned about the energy retrofits they can complete and the incentives available.
3.1.4 Infrastructure: Complete solar PV installations on municipal buildings as identified in the Zero Carbon Whitby: Costing Study to Eliminate Greenhouse Gas Emissions 2020-2045.	Annual installations completed as per the Zero Carbon Whitby Costing Study schedule	Not started	This action has not commenced as of 2025.
3.1.5 Program: Investigate funding and financing tools (i.e., PACE or PACE-like programs) to add rooftop solar PVs to residential and ICI buildings. Determine the Town's role and identify required partners.	Financing and funding tools investigated Tools presented to Council and Town's role identified Funding partners and sponsors identified	In progress	In April 2025, Regional Council approved a residential PACE/LIC program, which includes financing for rooftop solar PV installations. At this time, a PACE/LIC program has not been established for the ICI sector, and this financing tool is therefore not available to support rooftop solar PV installations on ICI buildings.
3.1.6 Program: Develop plan for ground mount solar installations on existing municipal parking lots, and investigate	Plan completed and presented to Council	Not started	This action has not commenced as of 2025.

<p>opportunities for commercial-scale solar PV systems on other underutilized parcels of land such as school rooftops, Whitby facilities/buildings, parking garages, fire stations, and libraries.</p>	<p>First ground mount solar installation complete</p>		
<p>3.1.7 Policy/Initiative: Complete a study to determine the areas throughout the Town that are best suitable for a district energy, and wastewater heat recovery. Based on study, install one geothermal pilot project by 2026.</p>	<p>Study completed One geothermal project completed by 2026</p>	<p>In progress</p>	<p>A Request for Proposal for consulting services to develop the Durham Region Heat Master Plan was prepared in 2025, with the procurement process scheduled to begin in early 2026.</p>

4.0 Enhancing Low-Carbon Transportation

Action 4.1: Electrify the regional transit fleet.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>4.1.1 Advocacy: Host quarterly meetings with all transit operators (i.e. Durham Region Transit, Metrolinx, and school boards and local school bus companies) within Whitby to discuss the implementation of modelled action target for transit electrification by 2040, and understand each operator’s progress in meeting this goal.</p>	<p>Quarterly meetings with transit operators</p> <p>Number of transit vehicles electrified monitored to ensure the target will be met</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>

Action 4.2: Electrify Town of Whitby municipal fleet.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>4.2.1 Program: Continue to purchase fleet electric vehicles and charging stations as per the schedule identified in the Zero Carbon Whitby: Costing Study to Eliminate Greenhouse Gas Emissions 2022-2045. This includes the purchase of 61 electric vehicles and 12 chargers to achieve a one-to-every-five-electric-vehicle ratio. Following 2025, begin transitioning</p>	<p>Number of electric vehicles purchased annually</p> <p>Number of electric vehicle chargers</p>	<p>In progress</p>	<p>No new fleet electric vehicles or charging stations were purchased or installed in 2025. As of 2025, the Town’s fleet includes 16 plug-in hybrid electric vehicles (PHEVs). The Town also operates nine fleet specific EV charging stations, including one Level 3 DC fast charger, supporting ongoing progress toward long-term fleet electrification targets.</p>

remaining fleet and equipment as per the Framework's schedule.	added for fleet use		
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Action 4.3: Electrify personal use vehicles.

Actions	Metric	Status of Progress	2025 Details of Progress
4.3.1 Program: Organize an annual test drive event in partnership with Plug'n Drive.	Annual test drive event	In progress	On Saturday, September 13, the Town partnered with Plug'n Drive to organize an electric vehicle test drive event. This event saw 30 attendees participate by either visiting the booth to ask questions or take the Hyundai Ioniq 5 and/or the Mitsubishi Outlander for a test drive.
4.3.2 Program/Initiative: Create an inventory of all programs, funding, and support mechanisms available for in-home electric vehicles infrastructure installations and purchases.	Inventory complete	Complete	In 2025, the Town utilized the new Energy Savings for Homes and Businesses webpage to compile an inventory of available programs, incentives, and support mechanisms for Whitby homeowners and businesses, including those applicable to in-home electric vehicles infrastructure installations and purchases.
4.3.3 Education: Educate community members about the feasibility of purchasing electric vehicles in Whitby.	Number of community members reached (e.g. website visits, social media campaign reach)	Not started	This action has not commenced as of 2025.

Action 4.4: Electrify commercial vehicles.

Actions	Metric	Status of Progress	2025 Details of Progress
4.4.1 Policy: Support the development of refueling stations for zero emissions medium- and heavy-duty vehicles through investigating and developing zoning ordinances.	Zoning ordinance implemented	Not started	This action has not commenced as of 2025.
4.4.2 Initiative: Identify partners to collaborate on annual research on industry trends for the deployment of green hydrogen and electric vehicle infrastructure in the ICI sector.	ICI partners identified Annual research on industry trends completed	Not started	This action has not commenced as of 2025.
4.4.3 Education: Educate commercial vehicle owners annually on industry trends for the deployment of green hydrogen and electric vehicle infrastructure.	Annual communication reach to ICI sector on industry trends update	Not started	This action has not commenced as of 2025.

Action 4.5: Advocate for transit expansion.

Actions	Metric	Status of Progress	2025 Details of Progress
4.5.1 Advocacy: Advocate Durham Region to undertake a study to increase the frequency of transit services across the Region.	Study completed Recommendations from the study are implemented	Not started	This action has not commenced as of 2025.

	Increase frequency of transit services		
4.5.2 Education/Advocacy: Use education, advocacy, and promotional support to increase the number of employers that offer commute option programs and subsidized transit passes for their employees.	Number of community members reached (e.g., website visits, social media campaign reach)	Not started	This action has not commenced as of 2025.

Action 4.6: Increase active transportation.

Actions	Metric	Status of Progress	2025 Details of Progress
4.6.1 Infrastructure: Implement the infrastructure outlined in the Town's Active Transportation Plan.	Number of projects completed	In progress	The Town expanded active transportation infrastructure in 2025 with new bicycle lanes on Cochrane Street (Taunton Road to Micklefield Avenue), Micklefield Avenue (Cochrane Street to Country Lane), Coronation Road (from Rossland Road to Soltys Drive), and Conlin Road, along with multi-use paths on Country Lane (Dagenham Drive to north of Oullette Drive), Coronation Road (Laing Drive to Soltys Drive), and Winchester Road (Baldwin Street to Anderson Street), strengthening connections within Whitby's growing cycling and pedestrian network.
4.6.2 Program: Seek partnership with Clean Air Partnership (CAP) and the Centre for Active	Develop partnership (i.e., with CAP)	Not started	This action has not commenced as of 2025.

<p>Transportation to develop an electric-bike (E-Bike) lending library pilot program.</p>	<p>Budget approved by Council</p> <p>Pilot E-Bike library installed</p>		
<p>4.6.3 Education: Promote active transportation and educate residents on the benefits. Promote new routes, trails, programs and initiatives.</p>	<p>Number of community members reached (e.g., website visits, social media campaign reach)</p>	<p>In progress</p>	<p>In 2025, the Town expanded its active transportation outreach through new online resources, public events, and targeted education. A dedicated set of webpages was launched to help residents understand cycling, micromobility and pedestrian crossover rules, supported by the annually updated Active Whitby Map. During Bike Month, the Town hosted two drop-in bike repair workshops engaging over 230 participants, partnered with a local social media influencer whose videos reached more than 226,000 views, and joined Whitby’s Active Transportation, Safety and Roads Advisory Committee (ATSRAC) in a pop-up information booth on the Waterfront Trail. Active transportation was also promoted throughout Bike Month and Walktober via social media, newsletters, and safety campaigns. Additional engagement included micromobility public consultations, school-focused e-scooter and e-bike safety outreach, and development of a new micromobility mapping tool to help residents report concerns and support safer active travel.</p>

Action 4.7: Decrease vehicle-kilometres travelled.

Actions	Metric	Status of Progress	2025 Details of Progress
<p>4.7.1 Education: Complete annual commuter survey for Town staff to track home-to-work trips and calculate the GHG emission reductions and additional co-benefits as a result of hybrid work schedules. Following the survey, annually release GHG emissions saved by the Town and other co-benefits tracked in the survey as a way to promote other businesses to continue or adopt hybrid remote policies.</p>	<p>Annual commuter survey completed and GHG emissions calculated</p> <p>Number of community members reached (e.g., website visits, social media campaign reach)</p> <p>Number of businesses engaged</p>	<p>Not started</p>	<p>This action has not commenced as of 2025.</p>

5.0 Reducing Waste Emissions

Action 5.1: Increase residential, institutional, commercial, and industrial (ICI) diversion rates, and decrease waste per capita.

Actions	Metric	Status of Progress	2025 Details of Progress
5.1.1 Program: Conduct a feasibility study for opportunities to partner with community organizations or businesses to develop a community reuse center.	Feasibility study conducted Partnership with community organization established	Not started	This action has not commenced as of 2025.
5.1.2 Program: Explore options to further develop community reuse programming such as programs or events that encourage repairing products (e.g., Whitby’s bi-annual Repair Cafes), or donation events for community organizations.	Number of community events hosted annually	In progress	The Town hosted two pop-up Repair Cafes at the Whitby Central Library. The first occurred on April 12, 2025, during Earth Month with 24 participants in attendance. The second Repair Café occurred on October 25, 2025, during Waste Reduction Week with 16 participants in attendance.
5.1.3 Education: Continue education for residents on waste diversion and reduction opportunities, including through the Whitby Waste Wizard and the Rethink Your Waste Game.	Number of education strategies used Number of people playing the Rethink Your	In progress	In 2025, the Town continued to educate residents on waste diversion and reduction through partnerships with the Whitby Public Library and Durham Region Works Department. Waste reduction education was delivered through a series of in-person displays and workshops across multiple

	Waste Game on an annual basis		<p>library branches, focusing on best practices for waste diversion, composting, and the 5 Rs of waste management: refuse, reduce, reuse, recover, and recycle.</p> <p>A waste-themed educational display was featured at the Whitby Public Library, Brooklin Branch in April, complemented by a public workshop led by a Durham Region Waste Management Technician that engaged 15 residents on composting and waste reduction strategies at the Rossland Branch. Additional programming included a family-focused waste workshop in celebration of Waste Reduction Week at the Brooklin Branch and a waste-themed story time at the Central Branch, where children and families learned about reducing, reusing, and recycling through interactive activities and a reuse craft.</p>
5.1.4 Program/Initiative: Continue to support the bi-annual Curbside Giveaway Days piloted by Region of Durham in September 2023.	Biannual Curbside Giveaway Days completed	In progress	The Town partnered with the Region of Durham in 2025, to run two Curbside Giveaway/Swap Days. This initiative invites residents to place unwanted items in good condition – clearly marked FREE – on their curb for anyone to pick up. These Giveaways Days were on June 14, 2025, and September 13, 2025, and were

			promoted in the community using large curbside signage and social media.
5.1.5 Program/Initiative: Convene a circular economy roundtable to investigate the creation of a circular economy initiative. The Green Municipal Fund provides a seven-step model for developing such an initiative.	Roundtable created Seven-step model followed to identify a circular economy community initiative	Not started	This action has not commenced as of 2025.

6.0 Reducing Industrial and Agriculture, Forestry, and Other Land Use Emissions

Action 6.1: Reduce industrial and agriculture, forestry, and other land use (AFOLU) emissions.

Actions	Metric	Status of Progress	2025 Details of Progress
6.1.1 Program: Collaborate with the industry, such as Gerdau Steel and Atlantic Packaging, to release annual updates on the progress of decarbonization and actions they can take, including funding available.	Annual communications reach to ICI sector on industry trends update	Not started	This action has not commenced as of 2025.
6.1.2 Education: Explore partnerships with Agriculture, Forestry, and Other Land Use (AFOLU) organizations to understand their climate strategies and advocate for the adoption of enhanced resilience and mitigation strategies.	Partnerships with AFOLU organizations developed	Not started	This action has not commenced as of 2025.

Appendix D - Greenhouse Gas & Energy Consumption

Corporate Buildings - Energy Consumption*

Energy Type	ekWh 2019	ekWh 2025	Difference between ekWh 2019 and 2025	% Difference between 2019 and 2025
Electricity	12,944,006	13,993,119	1,049,113	8%
Natural Gas	18,974,969	15,210,459	(3,764,510)	(20%)
Total	31,918,975	29,203,578	(2,715,397)	(9%)

Corporate Buildings - Greenhouse Gas (GHG) Emissions

GHG (tCO ² e) 2019	GHG (tCO ² e) 2025	GHG Change (tCO ² e) 2019-2025	% Change 2019-2025
3,782	3,047	(735)	(19%)

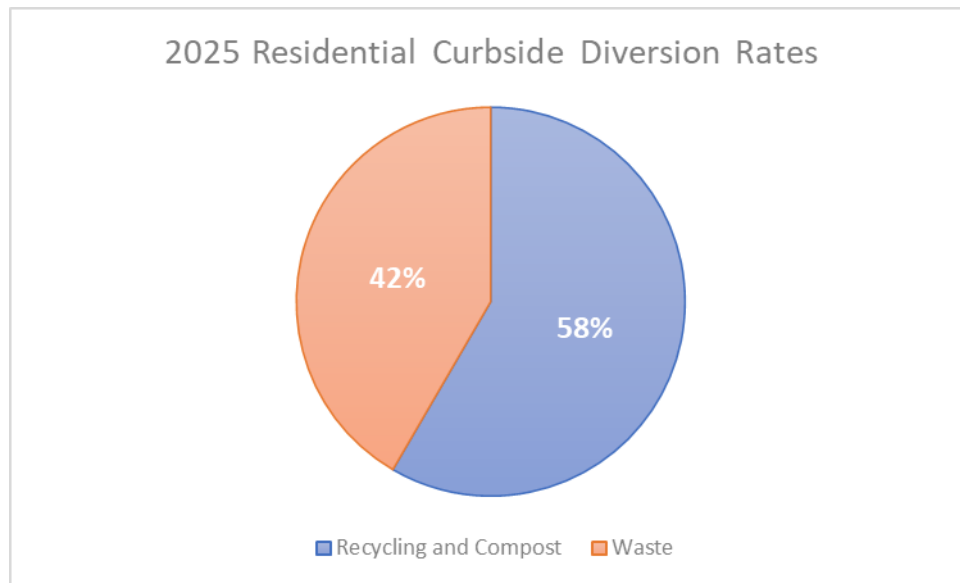
2025 Corporate Waste

Waste Generated (MT)	Recycling (MT)	Organic Waste (MT)	Diversion Rate (%)	GHG (tCO ² e) 2025
351	57	15	20.5%	111.6

2025 Corporate Fleet GHG Emissions

GHG (tCO ² e) 2019	Diesel (L) 2019	Gasoline (L) 2019	GHG (tCO ² e) 2025	Diesel (L) 2025	Gasoline (L) 2025	GHG Change (tCO ² e) 2019-2025	GHG % Change 2019-2025
2,233	543,507	333,037	2,151	598,931	268,444	(82)	(4%)

Appendix E - Residential Waste Diversion Rates



2019-2025 Residential Curbside Diversion Rates

Year	Total Waste Generated (MT)	Total Waste Diverted (MT)	Curbside Diversion Rate
2019	37,674	21,372	57%
2020	41,489	23,894	58%
2021	41,312	23,798	58%
2022	36,894	20,964	57%
2023	37,604	20,243	54%
2024	39,048	22,268	57%
2025	39,308	22,954	58%