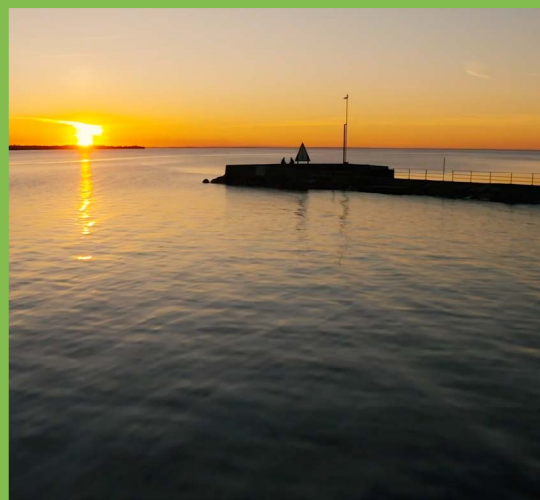




# Durham Region's 2025 Strategic Plan

**Connect. Grow. Succeed.**



## About the Strategic Plan

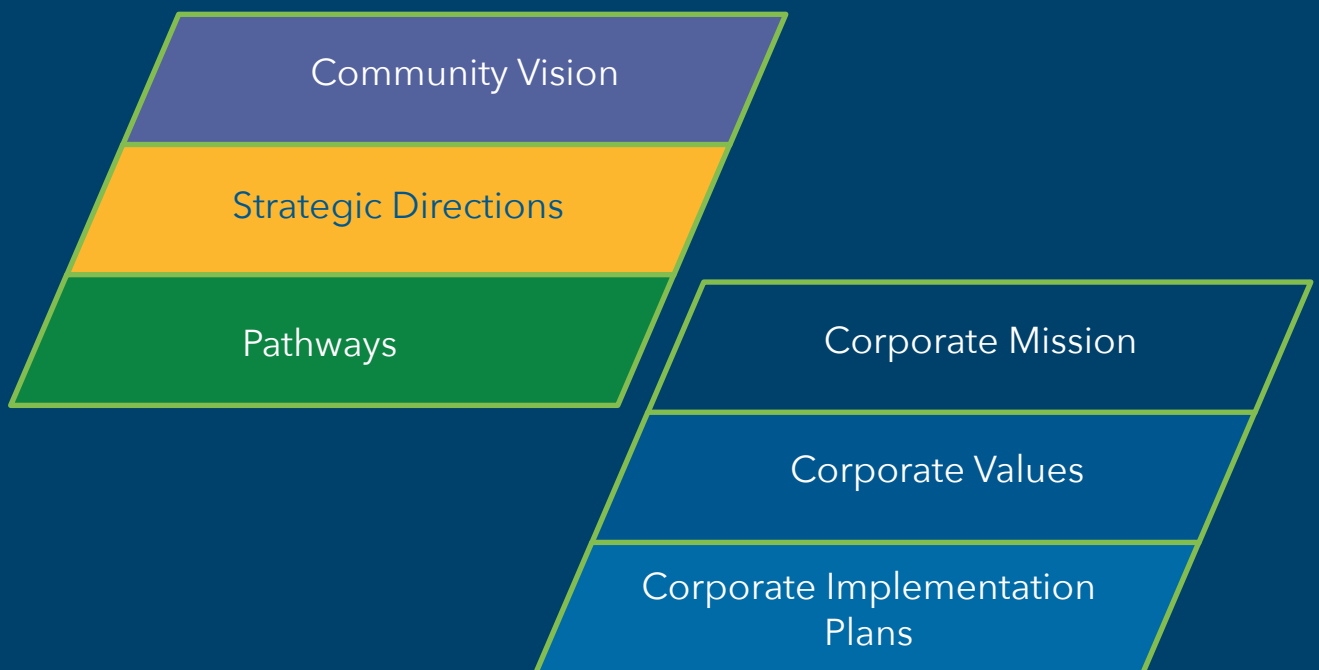
### A Community-Informed Plan

Durham Region's 2025 Strategic Plan is a community plan that will be presented for Regional Council endorsement in January 2025. The draft 2025 Strategic Plan reflects what we heard from community members and is supported by staff expertise.

The draft 2025 Strategic Plan includes complex social issues that often are not the sole responsibility of one organization or group, including the Region of Durham. However, we can play a role within the community to collaborate with others and work together to address these larger community challenges.

The proposed Vision, Strategic Directions, and Pathways are presented together to reflect a community vision for the future of Durham Region over the next 10 years.

The corporate Mission, Values, and Implementation Plans are presented together as the specific commitments the Region of Durham will make to advance the Strategic Directions and Pathways within Durham Region's 2025 Strategic Plan.





## Vision for Durham Region

### Connected to you...

In the future, Durham Region is made up of connected, caring, and welcoming communities that respect the natural environment and create prosperity for all.

### Strategic Directions

To achieve the community's vision for the future of Durham Region, five proposed Strategic Directions will guide our work and will act as a lens for decision-making.





## Connected and Vibrant Neighbourhoods

Together, we will create connected and vibrant neighbourhoods that take a proactive and responsible approach to growth and infrastructure. The physical infrastructure around us will be more connected and safe so that people's days in Durham Region are better. The future of Durham Region will be inclusive and welcoming, with an opportunity for all to find connection and community.

### Proposed Pathways:

- C1. Align Regional infrastructure and asset management with projected growth, climate impacts, and community needs
- C2. Enable a full range of housing options, including housing that is affordable and close to transit
- C3. Improve public transit system connectivity, reliability, and competitiveness
- C4. Improve road safety, including the expansion and connection of active transportation networks to provide a range of safe mobility options
- C5. Create accessible, lively, and culturally welcoming public spaces, including opportunities to access nature
- C6. Continue to revitalize and transform downtowns into hubs of economic, social, and cultural connection





## Environmental Action and Climate Leadership

We recognize the unique natural environment in Durham Region and will continue to respect greenspaces, waterways, and agricultural lands. Together, we will transition to low-carbon solutions, sustainable living practices, and make the necessary adaptations to withstand the impacts of severe weather.

### Proposed Pathways:

- E1. Reduce corporate greenhouse gas emissions to meet established targets
- E2. Prepare for and respond to severe weather impacts
- E3. Collaborate with partners on the low-carbon transition to reduce community greenhouse gas emissions across Durham Region
- E4. Lead the transition to sustainable living through waste management, diversion, and the circular economy
- E5. Respect the natural environment, including greenspaces, waterways, and agricultural lands





## Healthy People, Caring Communities

The future of Durham Region will include programs and services that meet the needs of the growing and changing communities across the region. We will continue to promote health and well-being within communities and are committed to caring for the most vulnerable. We will strive to improve the quality of life for all residents in the region.

### Proposed Pathways:

- H1. Collaborate with partners to respond to complex social issues that improve community safety and well-being, including mental health and addictions
- H2. Implement preventive strategies to support community health, including food security
- H3. Support the development of healthy children and youth, including access to affordable and quality childcare
- H4. Provide services for seniors and work with community partners to support aging in place
- H5. Integrate and coordinate service delivery for positive life outcomes, including investments in poverty prevention, housing solutions, and homelessness supports
- H6. Collaborate with partners to coordinate settlement supports for newcomers
- H7. Prepare for and respond to local health emergencies in partnership with community



## Resilient Local Economies

Durham Region will be a place of opportunity where people can gain new skills, grow, and prosper. We will continue to support current industries and develop exciting new economic sectors. Local business growth and tourism will continue to create a vibrant economy, highlighting the distinct cultural identities across the region.

### Proposed Pathways:

- R1. Attract and retain quality employers that strengthen key economic sectors including energy and technology
- R2. Support the growth of new business start-ups and small to medium local businesses
- R3. Develop, attract, retain, and support a skilled and qualified workforce, including youth and newcomers
- R4. Protect and strengthen the local agriculture sector and food supply chains
- R5. Cultivate and promote local arts, culture, quality of place, and tourism





## Strong Community Relationships

In Durham Region, people will feel engaged and involved in their communities. Through open collaboration and partnerships, we will work to advance the community vision for the future of Durham Region. Building and strengthening relationships is how we will move forward together.

### Proposed Pathways:

- S1. Enhance inclusive opportunities for community engagement and meaningful collaboration
- S2. Build and strengthen respectful relationships with First Nations, Inuit, Métis and urban Indigenous communities
- S3. Collaborate across local area municipalities, with agencies, and community partners to deliver coordinated and efficient services
- S4. Advocate to the federal and provincial government and agencies to advance regional priorities
- S5. Improve community access to information, resources, and service navigation
- S6. Serve community needs through thoughtful, responsible, and transparent decision-making





# The Regional Municipality of Durham's Contribution

Durham Region's 2025 Strategic Plan will act as a compass to advance our work over the next 10 years, for both Council and staff. Together, along with partners, businesses and community members, the Region will work to achieve the future we want to create in Durham.

Through the Region's Mission and Values, we will contribute to achieving the community vision. The Region will develop short-term corporate Implementation Plans to outline the specific initiatives that will advance the Strategic Directions and Pathways. The Implementation Plans will be aligned with the annual business planning and budget process.



## Proposed Mission Statement:

Working together to serve diverse and growing communities by providing equitable, sustainable, and integrated services that improve people's lives.

## Proposed Corporate Values:

Through our actions, we will demonstrate that we are:

**Accountable:** We are accountable to community members and continue to build trust by demonstrating efficiency, transparency, and data-informed decision-making.

**Caring:** We are caring, compassionate, and thoughtful. We apply a client-centred and sustainable approach to serving community needs.

**Collaborative:** We are collaborative and recognize the importance of working across departments and engaging the community to achieve a shared vision for the future.

**Inclusive:** We are inclusive and ensure that everything we do is accessible, equitable, and fair. We strive to create a welcoming environment for all.

**Innovative:** We are innovative, flexible and adaptable to meet community needs. We are responsive to change and continuously strive for excellence in all that we do.







## The Foundation Supporting Plan Implementation

**Underpinning the proposed Strategic Directions is a foundation that will support the implementation of the Strategic Plan.**

### People

Making the Region of Durham a great place to work, attracting and retaining talent.

We will implement a future-focused staffing strategy that supports the health, safety, and wellness of staff and will take actions towards improving diversity, equity, and inclusion outcomes.

### Processes

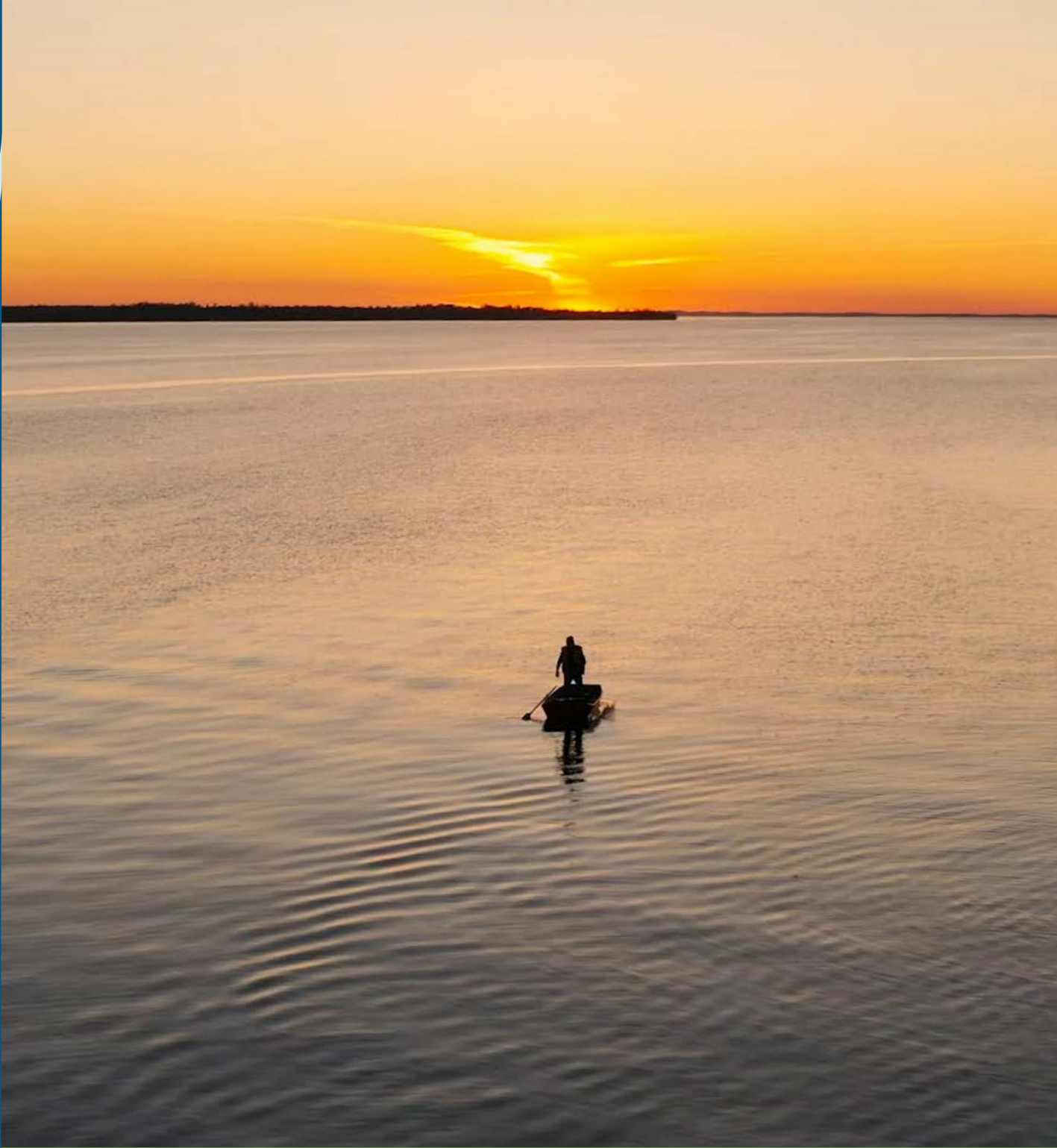
Continuously improving processes to ensure we are responsive to community needs.

We will improve data analytics and information sharing across the organization to support data-informed decision-making. Internal business processes will be enhanced to improve cross-functional issue monitoring and action. We will continue to modernize our budget and business planning processes.

### Technology

Keeping pace with technological change to ensure efficient and effective service delivery.

We will modernize our internal systems and use new technology to improve service delivery and efficiency. We will proactively enhance key technology policies, including artificial intelligence and cyber risk management strategies, to ensure they keep pace with changing technological advances.



### Contact Us

For more information on the Plan or to provide your thoughts, please contact [Strategic.Planning@durham.ca](mailto:Strategic.Planning@durham.ca).

If you require this information in an accessible format, please contact Communications and Engagement at [CorporateCommunications@durham.ca](mailto:CorporateCommunications@durham.ca) or 311, extension 3743.

