

# STRATEGIC PLAN

**STATUS UPDATE: JUNE 2025** 



#### **HIGHLIGHTS**



#### 100% Housed

- Invested \$3M+ in affordable housing
- Updated Official Plan and zoning to permit ADUs and diverse housing
- Launched three County-funded supportive/transitional housing projects to reduce chronic homelessness



## Sustainable infrastructure & development

- 2024 Asset Management Plan
- Updated agricultural policies to balance growth with protection
- Advanced servicing strategies through Water/Wastewater Master Plan and secondary plans



# Community health, safety & well-being

- Added a new priority area and launched DEI Action Coalition under S&WO
- Canadian Index of Well-Being survey to establish metrics
- Strengthened partnerships with hospitals, community orgs and public health



## Connected people and places

- Added bike lanes as part of Cycling Master Plan network
- Advocated for enhanced passenger and freight rail
- Advanced road safety with new pedestrian crossings, speed reviews and autoenforcement planning





2.1.4







Preparing In Progress Ongoing

Complete

### 2. Enhancing Environmental Sustainability

Climate change mitigation and adaptation

2.1.1 2.1.2

2.1.3

Preserve and enhance our natural environment

2.2.1

2.2.2

#### **HIGHLIGHTS**



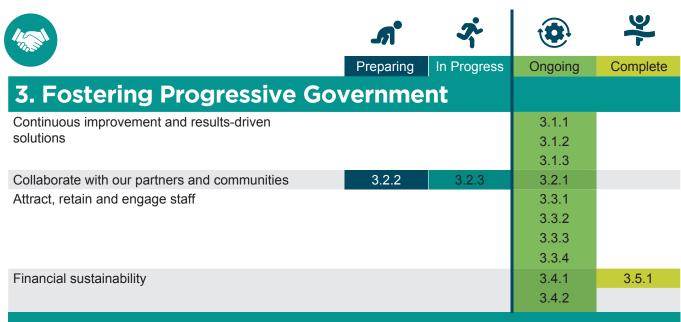
Climate change mitigation and adaptation

- Climate Action Plan in development; targets due 2025
- Led Smart Energy Oxford and Zero Waste Oxford initiatives
- Advocated for provincial policy changes on sustainability and planning



Preserve and enhance our natural environment

- Strengthened Source Water Protection; launched Clean Water incentives
- Added ag plastics drop-off; planned organics and recycling programs
- Integrated natural heritage and water systems into Official Plan updates



#### **HIGHLIGHTS**



# Continuous improvement & results-driven solutions

- Introduced service reviews, digital evidence tools, and early court resolution options
- Developed Generative AI policy and advanced Office 365 rollout
- Expanded data analytics to support budgeting, planning, and services



## Collaborate with our partners and communities

- Partnered with
  Tillsonburg and Zorra
  on housing; held
  municipal
  coordination
  meetings
- Supported Safe & Well Oxford with regular updates
- Preparing for 2025 CRM system launch



## Attract, retain and engage staff

- Compensation review complete and Leadership Development Program launched
- Advanced DEI Framework; reported to Council in 2024
- Completed
   Woodingford Lodge
   Master Plan; added
   staff to support
   planning



## Financial sustainability

- Defined service levels in 2025 Asset Management Plan
- Advanced reserve strategies for sustainable funding
- Secured funding for climate risk, encampments, and housing infrastructure