



2020-2026

Strategic Plan Summary

**Building Markham's
Future Together**

markham.ca/StrategicPlan



Markham's Strategic Plan

What is Building Markham's Future Together: 2020 – 2026 Strategic Plan?

It's the blueprint for how City Council and Senior Staff will make thoughtful decisions about the City's future to ensure its success.

The Strategic Plan focuses on four goals:

- Goal 1 - Exceptional Services by Exceptional People
- Goal 2 - Engaged, Diverse, Thriving & Vibrant City
- Goal 3 - Safe, Sustainable & Complete Community
- Goal 4 - Stewardship of Money & Resources

We heard you

In late 2019 and 2023, the City of Markham set out to find out what is important to its residents, businesses and community stakeholders through a variety of community engagement methods. The community surveys of 2019 and 2023 resulted in over 2,000 responses and confirmed the strategic priorities established by the City of Markham. Based on these results, City Council officially adopted the original 2020-2023 Strategic Plan in early 2020 and the revised Strategic Plan 2020-2026 in April 2024. The revised Strategic Plan will help guide the municipality's actions through to 2026.



Mayor & Members of Council

(Front Row L to R):

Ward 8 Councillor **Isa Lee**

Ward 6 Councillor **Amanda Yeung Collucci**

Ward 4 Councillor **Karen Rea**

Ward 7 Councillor **Juanita Nathan**

(Middle Row L to R):

Regional Councillor **Alan Ho**

Deputy Mayor **Michael Chan**

Mayor **Frank Scarpitti**

Regional Councillor **Jim Jones**

Regional Councillor **Joe Li**

(Back Row L to R):

Ward 1 Councillor **Keith Irish**

Ward 3 Councillor **Reid McAlpine**

Ward 5 Councillor **Andrew Keyes**

Ward 2 Councillor **Ritch Lau**

Find Council meeting schedule and listen live to meetings at [markham.ca](https://www.markham.ca)

Goal 1 – Exceptional Services by Exceptional People

Our goal

We embrace a bold and innovative culture that empowers and inspires excellent services within a collaborative and healthy work environment.

How we will get there

Deepen our understanding of what our community and stakeholders, value and need to inform municipal leadership, and continuous improvement of our services

- Implement effective mechanisms for ongoing stakeholder feedback and engagement (i.e. regular customer surveys, focus groups)
- Leverage technology and non-digital methods for direct two-way communications to effectively gather feedback on services and push information out to stakeholders

Leverage leading technologies to enable city building and evolution/transformation of our services

- Implement new technology to enhance business operations
- Streamline the development process to support the creation of complete communities and the building of more housing
- Advance Digital Markham:
 - Pilot digital city technology
 - Expand digital access and literacy programs
 - Continue to embrace innovation and relevant technologies in delivery of service
 - Leverage “Smart City” technologies to enhance and extend infrastructure lifecycle and improve efficiencies
 - Accelerate City’s web portal modernization to create a better user experience

Attract and retain the right talent and invest in and empower our people to drive innovation and service excellence

- Empower employees to continue to take risks and pursue innovation
 - Reduce barriers and bureaucracy
 - Clarify roles, accountabilities (including for Centres of Expertise) and authorities
- Continue to implement the People Plan (attraction, retention, succession planning, formalized knowledge transfer, mentoring, learning and secondment opportunities)
- Provide staff access to technologies to improve service delivery
- Continue to invest in staff training

How we will measure our success

- Overall satisfaction with the delivery of all the services provided within the City of Markham – residents, businesses and other stakeholders (every 2 years)
- % of transactional services that are provided and received online
- Overall customer satisfaction (internal and external services) from Department Surveys completed each year
- Employee satisfaction with the Organization from Current Staff Satisfaction Survey (every other year)

Goal 2 - Engaged, Diverse, Thriving & Vibrant City

Our goal

We are an inclusive city, engaging everyone in building a livable, caring and culturally vibrant community while respecting our past. We enable a strong economy; we proactively work to attract investment in our community; and we effectively manage change to meet future needs.

How we will get there

Enhance community cohesion and inclusion by creating strong neighbourhoods that are connected to the broader community

- Explore opportunities to support community and neighbourhood initiatives
- Expand community hub concept (currently at Aaniin CC) across the City
- Celebrate and explore Markham's past and diverse communities
- Support the growth and sustainability of community events across the city to bring residents and visitors together
- Plan for a major civic square with cultural amenities
- Advance partnerships, historical and cultural understanding of Indigenous peoples and fulfill Municipal Calls to Action from the Truth and Reconciliation Commission

Build Markham as the best place to live, invest, work, and experience rich diversity

- Implement Public Arts Master Plan
- Continue to implement the Public Realm strategy across all parts of the City
- Enhance the Volunteer Program and opportunities across the City
- Implement Diversity Action Plan, Eliminating Anti-Black Racism Action Plan and accessibility initiatives

How we will measure our success

- Overall quality of life in Markham (every 2 years)
- City services are accessible (every 2 years)
- City supports, celebrates and promotes diversity, equity & inclusion (every 2 years)
- # of visits to our municipal arts, recreation, library, sporting venues
- Number of cultural institutions and sporting facilities per 100K population (ISO data - annual)
- Gross sq. ft. of office space constructed in Centres, Corridors and Business Parks (annual)
- Total employment in Markham (every 2 years)
- Number of businesses per 100K population (ISO data - annual)

Goal 3 – Safe, Sustainable & Complete Community

Our goal

We strive to achieve complete communities with an excellent quality of life. We ensure community safety and enhance the natural environment and built form through sustainable integrated planning, infrastructure management, and services.

How we will get there

Accelerate delivery of an enhanced comprehensive transportation network in partnership with other levels of government/private sector

- Support implementation of the Yonge North Subway Extension and advocate for improved higher order transit such as BRT along Highway 7, GO Train improvements and 407 Transitway, while also planning for integrated comprehensive transit solutions with improved service levels
- Continue to implement policy framework to support livable communities, densities and related infrastructure that is supportive of rapid transit.
- Identify and develop a plan to eliminate gaps in transportation network and leverage technology
- Finalize and implement Active Transportation Master Plan and first/last mile solutions
- Prepare a road safety plan and establish an annual program that includes road and trail safety education
- Revise Markham Transportation Master Plan, including:
 - City-wide Complete Street Design Guidelines and Strategy
 - Micro-Mobility Strategy (eBikes, Scooters)

Build complete communities that offer a range of housing and employment opportunities, transportation options and outstanding community amenities

- Prioritize the implementation of the Affordable and Rental Housing Strategy.
- Develop policy/approval process to ensure net zero-ready sustainable development in support of the Municipal Energy Plan
- Continue to advance planning for major transit station areas and plan for infrastructure and development of employment zones (along 400 series highways), in particular for the Markham Innovation Exchange (MiX)
- Implement Integrated Leisure Master Plan for the City of Markham's parks, recreation, culture and libraries and new communities.
- Establish a city-wide parking strategy
- Continue to implement the priority cultural heritage designation program

Ensure business continuity of our services and infrastructure, and enable community resiliency and community safety

- Develop a city-wide system to communicate directly to residents during an emergency (alert system)
- Continue to implement the Flood Control Program
- Continue to implement strategies to address impacts of extreme weather
 - Emergency preparedness
 - Proactive infrastructure protection

Goal 3 – Safe, Sustainable & Complete Community (Cont.)

Protect and enhance our natural environment and built form

- Develop a wildlife and biodiversity strategy
- Increase our tree canopy to mitigate climate change and add resiliency that supports net-zero initiatives
- Promote retrofits to existing buildings and homes to reduce energy consumption and expand the use of renewable energy sources in order to achieve our target of net-zero emissions by 2050
- Update waste diversion plan (Best-of-the-Best Strategy Phase 2)
- Complete the Markham Centre Rouge River trail system
- Develop an urban parks strategy to support the Official Plan's intensification strategy and look for new opportunities to offset the lack of parkland as prescribed by provincial legislation

How we will measure our success

- Maintain or increase % of residents that rate Markham as a safe place to live (every 2 years)
- % of trips by mode of transportation for morning peak period to and from Markham – transit, auto, walk and cycle, other (every 5 years)
- Waste Diversion Rate (curbside and depots) (annual)
- Amount and % of new affordable rental and ownership housing for single-detached, semi-detached, town house, and apartment by bedroom type (annual)
- % reduction of city-wide greenhouse gas (GHG) (goal net-zero by 2050) (2-4 years)
- % of residents in agreement that Markham is a safe city (every 2 years)
- Average number of public transport trips per capita (ISO data – annual)
- KM of bicycle paths and lanes per 100K population (ISO data – annual)
- Transportation deaths per 100K population (ISO data – annual)
- % of population living within 0.5 KM of public transit running at least every 20 minutes during peak periods (ISO data – annual)
- % of area designated for natural protection (ISO data – annual)

Goal 4 – Stewardship of Money & Resources

Our goal

We demonstrate exceptional leadership using sound, transparent and responsible fiscal & resource management, and policy development to mitigate risks while enabling efficient and effective service delivery.

How we will get there

Align the short- and long-term financial strategy with BMFT and changes in the business environment to ensure the ongoing viability of the City

- Funding Strategy: Support development and delivery of strategic plan priorities and longer-term financial strategies while adapting to legislative and other business conditions.
- Revenue strategy:
 - Advocate to other levels of government for enhanced revenue tools
 - Consider alternate sources of revenue

Proactively manage our assets to maximize the return (financial, social, environmental & cultural) on taxpayer investment

- Continue to implement Asset Management Plan and ensure climate adaptation is integrated while also achieving net-zero strategies for the City's own assets
- Develop a comprehensive risk management framework
- Leverage “Smart City” technologies to enhance and extend infrastructure lifecycle and improve efficiencies

Increase transparency and accountability of our stewardship of services, policies, processes, money and resources

- Establish public reporting aligned to BMFT, including key metrics
- Implement a plan to communicate and make key City policies available and up to date on the City's website (markham.ca)

How we will measure our success

- % residents rating overall programs and services received as Very Good/Fairly Good value for tax dollar paid (every 2 years)
- Adequacy of Lifecycle Reserve Funding Strategy to sustain future rehabilitation/replacement needs (annual)
- Net City of Markham Operating Cost per Household (annual)
- Non-Residential Property taxes (as a % of total property taxes levied)

Our Mission Statement

Working with the community to provide high-quality municipal services that meet, if not exceed, the expectations of residents and businesses.

Our Vision

Markham, the leading Canadian municipality - embracing technological innovation, celebrating diversity, characterized by vibrant and healthy communities - preserving the past and building for the future.

Our Values

- Cooperation and teamwork
- Focus on continuous improvement
- Respect for the individual
- Process-driven and prevention-based strategic planning
- Primary focus on the customer
- Responsibility to society
- Leadership through involvement
- Factual approach to decision-making
- People encouraged to make a contribution

Key Services

- Animal services
- Building permits and inspections
- Burial permits
- Development applications
- Fire services
- Freedom of Information (FOI) requests
- Local road maintenance
- Marriage licenses (urgent basis)
- Organic, garbage and recycling collection
- Parking enforcement
- Property standards enforcement (urgent basis)
- Property tax
- Waterworks services

Learn more about the different roles of each tier of government at markham.ca/About