








### Hamilton's Biodiversity Action Plan Annual Update 2025 – Public Works Department Action Items




The following table provides a status update of all the actions in Hamilton's Biodiversity Action Plan led or supported by the City of Hamilton's Public Works Department as of April 2025. The Public Works Department is the leading partner on 19 actions and are supporting 19 actions. The Divisions of the Public Works Department that have actions in the Biodiversity Action Plan are: Hamilton Water, Environmental Services (Parks, Hamilton Municipal Cemeteries, Forestry and Horticulture, Landscape Architectural Services, and Business Programs), and Corporate Facilities and Energy Management.




#### Lead Partner Actions



Action	Timeframe	Division / Section	Status Update
<b>Key Priority 3: Long-term Protection and Connection</b>			
<b>3.5</b> Review the findings of the Natural Areas Inventories to determine which species at risk depend on City of Hamilton owned lands and develop a plan to undertake recovery and protection activities.	3 - 5 years	Environmental Services (Parks)	 Pending The Natural Areas Inventory will need to be completed prior to starting this action.
<b>3.7</b> Continue to support opening vistas at key areas along the escarpment to deter unauthorized trails which result in negative impact to sensitive escarpment habitat.	0 - 1 years	Environmental Services (Parks)	 In Progress Approximately 6,350 metres along the escarpment is maintained by Parks staff. Their duties include litter clean up, grass trimming, tree and shrub trimming, and mulching as necessary.
<b>3.8</b> Preserve and enhance City managed dune habitat along the Lake Ontario shoreline by reducing erosion through maintaining dedicated beach access, leaving deadwood and developing a Dune Management Plan.	1 - 3 years	Environmental Services (Parks)	 Pending Mapping and desktop condition assessments of our shoreline assets is being conducted as part of the Natural Asset Data Management project. This information will be beneficial when



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			completing the Dune Management Plan. Development of the management plan will be managed through the new positions allocated to the Public Works Department.
<b>Key Priority 4: Education and Stewardship</b>			
<b>4.3</b> Encourage increased use of natural burial in City of Hamilton cemeteries that will consider biodiversity through landscape design, species selection and maintenance approach.	1 - 3 years	Environmental Services (Hamilton Municipal Cemeteries)	 In Progress A natural burial section and scattering garden is located at Mount Hamilton Cemetery. Soil amendments in the Mount Hamilton scattering garden that organically converts cremated remains to soil more quickly.
<b>4.4</b> Develop tools that will support biodiversity friendly plantings on cemetery properties by cemetery patrons.	1 - 3 years	Environmental Services (Hamilton Municipal Cemeteries)	 Pending
<b>4.17</b> Install trial pollinator gardens in areas of the City to promote increased pollination with native species of plants and pollinating insects.	1 - 3 years	Environmental Services (Forestry and Horticulture, Parks, and Hamilton Municipal Cemeteries)	 In Progress In 2024, Horticulture staff developed a framework to convert existing annual beds to perennial and pollinator beds to support action. Conversions will be spread across 5 years. In 2024, one existing bed was converted totalling 483 square metres. In addition to these trees, Forestry also completed two depave projects. At 193 Cavell Avenue, in



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			collaboration the Ward 3 office and Roadway Maintenance, which included the conversion of 683.76 square metres of asphalt and to turf, and the installation of nine new street trees. At 168 Sherman Avenue North, in collaboration with Parking Operations, which included removing 275 square metres of impervious pavers and the installation of three new street trees.
<b>4.18</b> Create naturalized areas in selected parks by planting native perennials and low growing shrubs.	3 – 5 years	Environmental Services (Parks, Forestry and Horticulture, and Landscape Architectural Services)	 In Progress <p>Landscape Architectural Services staff will continue to look for opportunities to incorporate the planting of native perennials and low growing shrubs in suitable locations as part of future park development and redevelopments. In 2025, Forestry, LAS and Parks in collaboration with the Ward 13 office and the Hamilton Conservation Authority will be starting a project to remove some invasive species along the top of the slope of Spencer Creek where it runs along the Mill St Open Space. The invasives will be removed through a community event led by HCA. Forestry will then run a community planting event to begin to naturalize some of the turf area and extend the naturalized area out to reduce mowing and increase biodiversity.</p>

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<b>4.19</b> Host community tree plantings through volunteer groups to plant native species of container stock trees to enhance biodiversity. (Coordinate strategic plantings across the city, and map, monitor and commit to stewardship of all past and future sites. Develop stewardship strategies for all new native planting areas, including providing training and resources for volunteer stewards, municipal support for watering, monitoring protocols, invasive species removal and disposal best practices assistance.)	0 - 1 year	Environmental Services (Parks, and Forestry and Horticulture)	 In Progress  In 2024, 17 Community Tree planting events took place. 563 community volunteers planted 6,775 native trees. This was an increase of 72% in the number trees planted compared to 2023.
<b>4.23</b> Celebrate local biodiversity excellence through initiatives, such as the Monarch Awards and Pollinator Paradise certification programs. Integrate natural function into Trillium Awards program and modify program to celebrate sustainable gardening.	0 - 1 year	Environmental Services (Business Programs)	 In Progress  In 2024, the Trillium Awards included new biodiversity-focused criteria. The criteria allow the inclusion of gardens which contain Ontario native species, water features, seed libraries, and bird houses.
<b>Key Priority 5: Coordinated Invasive Species Management</b>			
<b>5.5</b> Expand the Adopt-a-Park Program to include support for adopting natural open spaces, pollinator patches, seed banks, habitat structures, and invasive species management on Parks properties.	1 - 3 years	Environmental Services (Business Programs)	 In Progress  Business Programs staff are providing targeted, on-demand support within the current capacity constraints. Recently, the Team Up to Clean Up team coordinated an effort to remove garlic mustard from the Chedoke Rail Trail based on a request from a City resident.



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<b>Key Priority 6: Aquatic Habitat Restoration and Enhancement</b>			
<b>6.1</b> Develop a Watershed Action Plan to meet the expectations for a cleaner aquatic environment. Build on the City-assembled consortium of agencies with a common goal of improving harbour conditions and ultimately delisting Hamilton Harbour as an Area of Concern, as well as looking at barriers to fish movement and possible mitigation opportunities.	1 - 3 years	Hamilton Water	 Complete Hamilton Water brought their Watershed Action Plan to Council in late 2024 and received funding approval. Further updates or information reports will be brought to Council as part of the Watershed Action Plan. Actions listed in the Plan will be prioritized and completed.
<b>6.3</b> Consider lot level stormwater management, green infrastructure, and grey water reuse opportunities at the design stage of park and cemetery projects.	1 - 3 years	Environmental Services (Landscape Architectural Services, and Parks)	 In Progress Landscape Architectural Services staff will continue to incorporate stormwater management facilities that use a blue/green infrastructure approach within our park development and redevelopment to aide in alleviating the stress on the City's conventional storm and sewer system(s).
<b>6.6</b> Assess opportunities to reduce water consumption through monitoring, maintenance, and implementing best practices.	1 - 3 years	Environmental Services (Parks)	 Pending Backflow Prevention and water meters have been installed on most of Parks infrastructure. Monitoring will be added to an upcoming workplan.

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			Horticulture is working through a similar process in 2025 and 2026 to ensure compliance.
<b>6.7</b> Implement the Hamilton Salt Management Plan as it applies to public roads, bicycle infrastructure, sidewalks, and pathways.	1 - 3 years	Environmental Services (Parks)	 Pending
<b>6.8</b> Identify opportunities to enhance biodiversity at stormwater management facilities by establishing maintenance procedures and practices.	3 - 5 years	Hamilton Water	 In Progress  <p>Maintenance procedures and practices have been established at stormwater management facilities under Hamilton Water's portfolio where annual compliance inspections and routine sediment monitoring (as required) are completed. These inspections support the ongoing maintenance programs, including an annual dredging initiative that contributes to maintaining water quality treatment performance and annual removal of some invasive plant species to support more native species growth.</p> <p>Hamilton Water's Stormwater operation and maintenance team has recently initiated a restoration effort to enhance vegetation conditions at stormwater management facilities. This program, now in its second year, is a collaborative effort with the Forestry team. Together, they assess current planting conditions, compare them to approved planting plans</p>




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			(when available), and develop updated planting plans in line with the City's Landscape Design Guidelines for Stormwater Facilities, which support biodiversity goals. Last year, the team completed restoration work at three stormwater facilities. This year, they've set a more ambitious target of up to seven sites.
<b>6.12</b> Install Seabins and litter traps in catch basins surrounding the Harbour to collect litter. Include regular maintenance to ensure they continue to work as designed.	1 - 3 years	Environmental Services (Parks)	 In Progress  There are currently two litter traps installed at Bayfront Park. One Seabin was installed at Pier 7 in 2024.
<b>Key Priority 7: Local Decision-making</b>			
<b>7.1</b> Develop an Open Space Management Plan to guide City of Hamilton natural open space stewardship.	3 - 5 years	Environmental Services (Parks)	 Pending  Mapping and desktop condition assessments of open space assets is being conducted as part of the Natural Asset Data Management project. This information will be beneficial when completing the Open Space Management Plan. Development of the management plan will be managed through the new positions allocated to the Public Works Department.





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<b>7.3</b> Perform an initial review of Parks By-law for areas for improvement from a biodiversity perspective to ensure remnant forest habitats are zoned consistently.	1 - 3 years	Environmental Services (Parks)	 Pending
<b>7.4</b> Incorporate biodiversity in the Non-Public Facing Yards Review as a guiding principle for any new projects.	3 - 5 years	Corporate Facilities and Energy Management	 Pending





### **Supporting Partner Actions**




Action	Timeline	Division/Section that is supporting the Leading Partner	Status Update
<b>Key Priority 1: Administration and Governance</b>			
<b>1.3</b> Formalize and continue the BAP partnership to ensure coordinated actions and ongoing communication between all partner organizations.	0 – 1 year	Environmental Services (Parks)	 In Progress  Parks staff attend regular Steering Committee meetings as the Public Works Department representative.
<b>Key Priority 2: Evaluation and Monitoring</b>			
<b>2.1</b> Prepare a State of Environment report to track and report the City's progress towards achieving the City's natural heritage protection goals. The basis of this report would be the Natural Areas Inventory.	1 - 3 years	Environmental Services (Parks and Forestry) Hamilton Water, Corporate Asset Management	 Pending  Representatives from Parks, Forestry, Hamilton Water, and Corporate Asset Management are members of the






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			Technical Steering Committee to assist the Hamilton Conservation Authority where needed.
<b>2.2</b> Centralize and standardize the collection and sharing of biodiversity data.	1 - 3 years	Environmental Services	 In Progress Staff in this division share biodiversity data with the Biodiversity Action Plan Steering Committee.
<b>2.4</b> Develop a Report Card to be completed by Biodiversity Action Plan partners to report on Actions and to assist in writing future progress reports.	1 – 3 years	Environmental Services (Parks)	 Pending Parks staff to assist with development of Report Card and future progress reports.
<b>2.5</b> Organize an annual biodiversity workshop to discuss monitoring, results, ongoing and future projects and collaborations related to the BAP, and to share progress on the BAP actions with the public.	1 – 3 years	Environmental Services (Parks)	 Pending Parks staff to represent the Public Works Department at biodiversity workshop and other public events.

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<b>Key Priority 3: Evaluation and Monitoring</b>			
<b>3.2</b> Review existing inventories of protected lands to identify additional key areas (e.g. alvars, Niagara Escarpment, water quality improvement areas, wildlife corridors) that should part of an overall land securement strategy.	3 – 5 years	Environmental Services (Parks, Forestry and Horticulture, and Landscape Architectural Services) Hamilton Water, Corporate Asset Management	 In Progress Staff from Parks, Forestry, Water, and Corporate Asset Management are mapping and conducting desktop condition assessments of various land types as part of the Natural Assets Data Management project.
<b>3.3</b> Review the Natural Heritage policies of the Rural and Urban Hamilton Official Plans and investigate options for amendments to strengthen protection of biodiversity in both the rural and urban contexts.	1 – 3 years	Environmental Services (Landscape Architectural Services)	 Pending
<b>3.4</b> Develop a Conservation Organization Working Group comprised of the City of Hamilton and Conservation Organizations to determine and understand acquisition priorities, assist in the evaluation of applications, and to further communicate the availability of this fund.	1 – 3 years	Environmental Services (Landscape Architectural Services)	 Pending
<b>3.6</b> Identify options to enhance the function of existing greenspaces to increase connectivity (e.g. actively managing existing woodland areas for biodiversity, increasing buffer areas, restoring/creating new habitat connection).	1 – 3 years	Environmental Services - Parks, Landscape Architectural Services	 Pending Landscape Architectural Services staff will be supporting this action while completing action 4.18.

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<b>Key Priority 4: Education and Stewardship</b>			
<b>4.9</b> Target outreach and education to landowners who have property boundaries adjacent to natural areas.	1 – 3 years	Environmental Services (Parks)	 Pending Parks staff will represent the Public Works Department during the creation of outreach and education materials.
<b>4.11</b> Encourage regular use of native plants in all planting projects led by BAP partners to maximize the resilience of greenspaces and to support habitats.	1 – 3 years	Environmental Services (Parks and Landscape Architectural Services)	 In Progress Environmental Services staff will include native plants to park planning designs.
<b>4.12</b> Establish a working group to develop and implement a communications plan to raise awareness about biodiversity in Hamilton and the role everyone has to play in protecting and celebrating it. Undertake a public survey to determine if biodiversity understanding has changed in this first five-year BAP.	1 – 3 years	Environmental Services (Parks)	 In Progress Parks staff regularly attend BAP Steering Committee meetings. Parks staff are meeting with City staff to create a communications plan. Parks staff attend various community engagement events throughout the year.
<b>4.15</b> Host volunteer and community events to manage invasive species, plant native species on public lands to increase biodiversity, connect fragmented landscapes, and create new natural areas.	0 – 1 year	Environmental Services (Parks and Business Programs)	 In Progress Parks staff support Forestry in preparing the land for planting events. Parks staff support local Environmental groups when creating naturalized areas or pollinator gardens.

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			Business Program staff support local environmental groups managing invasive species on public lands using available resources.
<b>4.16</b> Develop and maintain a focal habitat creation site on public lands in each Ward by planting native trees, shrubs and wildflowers to demonstrate the potential to increase biodiversity in the urban area.	3 – 5 years	Environmental Services (Parks)	 In Progress Parks staff are supporting Hamilton Naturalist's Club when developing habitat creation sites on public land. In 2024, Parks staff supported a local resident and the Hamilton Naturalists' Club with the installation of a Barn swallow habitat in Johnson Tew Park.
<b>4.22</b> Undertake stewardship events on past tree planting sites and urban pollinator garden sites focusing on replanting and invasive species removal in degraded woodlands. Create new and expanded woodlands with native trees and plants.	0 – 1 year	Environmental Services (Parks)	 In Progress Parks staff are coordinating with Green Venture to provide support for various tasks including timing, signage installation, and garbage removal.
<b>Key Priority 5: Coordinated Invasive Species Management</b>			
<b>5.4</b> Strengthen working group of local organizations and agencies undertaking invasive species management in Hamilton to share data and expertise and to collaborate on management initiatives and maximize resources, where possible.	0 – 1 year	Environmental Services (Parks and Forestry), Hamilton Water	 In Progress Hamilton Conservation Authority staff lead an Invasive Species Working group. Staff from divisions listed provide

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			updates, technical support and coordinate efforts with other organizations.
<b>5.6</b> Implement an Invasive Species Strategy and identify goals related to mapping and management of invasive species in priority areas.	0 – 1 year	Environmental Services (Parks and Forestry)	 In Progress Staff in Environmental Services are currently mapping and treating invasive species on Parks-managed lands. Forestry is completing a Management Strategy focused on the urban forest through 2025 and into early 2026.
<b>Key Priority 6: Aquatic Habitat Restoration and Enhancement</b>			
<b>6.2</b> Through the development of City-wide Low Impact Development Guidelines, the City will consider landscape-based stormwater infiltration techniques for enhancement of onsite local biodiversity in accordance with area specific Environmental Impact Statement and sub watershed study recommendations.	0 – 1 year	Environmental Services (Landscape Architectural Services)	 In Progress Landscape Architectural Services staff have been implementing Low Impact Development measures in past projects and will continue to do so pending operational feasibility and capacity.

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<b>Key Priority 7: Local Decision-making</b>			
<b>7.5</b> Consider the Biodiversity Action Plan when initiating City projects and studies, looking for opportunities for mitigation of key threats to local biodiversity.	1 – 3 years	Environmental Services, Hamilton Water, Corporate Asset Management	 In Progress Urban Forest Strategy, Clean & Green Hamilton, Natural Asset Management Plan, Municipal Protected Areas Project, Parks Master Plan, Watershed Action Plan are all Public Works plans and projects that work towards increasing biodiversity and/or mitigating key threats.