

**Twelve to Eighteen Months**

<b>Key Strategic Area (Top Priorities in Green)</b>	<b>Deliverable(s)</b>
<b>Implement Race Equity Initiatives</b>	Completion of the disparity study; presentation of recommendations to the Council Complete evaluation of town policies, practices, and procedures (every department with coordination by Race and Equity staff) Add space on agenda cover sheets for compliance with Council policies: race and equity, climate action plan, and Comprehensive Plan. Language access plan completed and adopted. Engagement plan to include all elements of the community, esp in budget processes Review hiring policies to hire more BIPOC employees.
<b>Implement Community Action Climate Plan with funding</b>	Fund Strategy 2.1 to implement. It's the means to prioritize and implement the rest of the plan. (Climate Action 10 year budget by year and benefits that could be produced if money is approved and spent) Be more intentional in Green Neighborhoods Plan. This is identified in Affordable housing plan. Weatherization of low-income homes Leverage federal and local funds
<b>Zoning amendments (related to housing)</b>	Amend zoning ordinance to allow greater density near transit (identified in the transit plan) and greenways Parking minimums for residential. Does this cover downtown, too (as identified in the small area plan)? Develop 1 or more small area plans
Connectivity, Bicycle, Pedestrian	Progress on 2020 Bike Plan (5 priorities identified) Includes \$10K fix-it stations Homestead Road crossing (through ARPA funds)
Implement the various projects of the Comp Plan	Access to green space within walking distance (Westwood Cemetery)
Safety Task Force Recommendations	Provide information on mental health support - Orange County two-year grant Offer committee more time, if needed to complete recommendations.
Move forward Affordable Housing	Complete initial assessment of town-owned properties Continue home weatherization. Develop RFP scope of work, requirements, etc. for \$1M ARPA affordable housing funds
Develop and achieve operational efficiencies (Chapter 10)	Technology to enhance service delivery and quality regarding inspections Review approval processes Respectful work environments Partner with customers to identify opportunities for streamlining
Adoption of the Strategic plan; Launch of Performance Management	Adopt Council Procedures Manual (from December 2022 retreat) Develop and adopt the strategic plan; launch plan for developing performance management system Evaluate Manager and Clerk
Town Building Renovations	Town Hall #1 Priority
SW and Infrastructure improvements	Street Tree Master Plan (also in Com Plan) Neighborhoods that suffer from flooding and erosion. SW incentive for businesses and households. Bring retrofit playbook for consideration.
Create and innovate economic development	Increase economic development strategies to strengthen BIPOC resiliency. This undergirds local living economy. Equitably support existing and attract new businesses. Implement Parking Study Recommendations Create equitable opportunities to obtain living wage jobs and careers.
203 Project	Completion of the 203 building.