

<b>To:</b>	Chair Burley and members of the Grey County Joint Accessibility Advisory Committee
<b>Committee Date:</b>	June 7, 2019
<b>Subject / Report No:</b>	CCR-JAAC-11-19
<b>Title:</b>	Progress and Implementation of Multi-Year Accessibility Plan 2018 - 2022
<b>Prepared by:</b>	Kathie Nunno, Administrative & Accessibility Coordinator
<b>Reviewed by:</b>	Heather Morrison, Clerk
<b>Lower Tier(s) Affected:</b>	Georgian Bluffs, Grey Highlands, Hanover, Southgate, Blue Mountains, West Grey
<b>Status:</b>	

## Recommendation

1. That Report CCR-JAAC-11-19 regarding the Progress and Implementation of the Multi-Year Accessibility Plan 2018-2020 be received for information.

## Executive Summary

The Multi-Year Accessibility Plan 2018 – 2022 requires that reports will be shared with Grey County Council on the progress and implementation of the plan with updates as required. Compliance reports are to be filed with the Accessibility Directorate as directed.

This report provides a status update on the plan implementation.

## Background and Discussion

### Reporting

With the staffing change in the accessibility coordinator role, seven hours a week are now dedicated to accessibility. Reporting to Council and the Accessibility Directorate is on track.

### Training

#### *Training Documentation*

- Documentation of accessibility training has been lacking. Online-training through Moodle or KnowBe4 will be implemented in 2019 which will include a database to track staff training in a measurable way.

## *Job-Specific Training*

- Staff are working with the South West Accessibility Group (SWAG) and the Ontario Network of Accessibility Professionals (ONAP) to define job-specific training requirements and tools to implement the training.
- Job-Specific Training will be rolled out in 2020 with particular attention to the Information and Communications Standard.
- Refresher training on accessible customer service will be offered once the training database is implemented.

## Customer Service Standard

### *Accessibility at Grey Roots Museum & Archives*

- Stop gap ramps have been installed where needed.

### *Assisted Listening Solution for the Grey County Council Chambers*

- An RFP has been awarded to provide and install audio visual equipment in the Grey County Council Chambers as well as compatible meeting recording services. This will include an assisted listening system.

## Information and Communications Standards

### *Website*

- Web development staff continue to stay informed of WCAG regulations and attend training opportunities.
- The communications manager makes sure that all digital media produced by Grey County is fully accessible.

## Employment Standard

- Human Resources staff create individual emergency response plans for staff who have permanent or temporary accessibility needs.
- Each job posting contains, “The County of Grey is an equal opportunity employer. Accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance.” The job postings are available on the WCAG compliant website and are readable by a screen reader.
- The Recruitment and Selection Policy HR-RCT-001 outlines the process for accommodation during the recruitment process.
- The administrative & accessibility coordinator communicates changes in accessibility legislation to Grey County staff and to participating member municipalities for all IASR

standards

- A process for identifying systemic barriers in the hiring process will be considered before the end date for this plan.

## Transportation Standard

These goals are being met. Grey County is responsible for maintenance and construction from curb to curb or ditch line to ditch line. The local municipalities are responsible for bus stops and shelters and sidewalks adjacent to an upper tier highway.

### *Rural Transportation Pilot Project*

- The lead agency for this pilot project provided accessible service which met legislation. The pilot project ended; however, the project will restart as new funding allows. Rural transportation continues to be a Grey County priority.

## The Built Environment (Design of Public Spaces)

- An automatic door will be added to the Heritage Room and the main Council Chambers doors at the Grey County administration building.
- The long-term care department has adopted detailed maintenance procedures. The administration building maintenance staff have checklists that include accessibility elements for their routine inspections.
- Grey Roots Museum and Archives took accessibility into consideration for the recent gallery refresh including smooth surfaces for walking and wheeled devices, and type fonts and contrast for visual components.

## Other Accessibility Projects and Goals

### *Map of Accessible Municipal Buildings*

- This is a collaborative project that was initiated by Municipality of Meaford Accessibility staff. It will move forward in 2020 or 2021. Grey County IT and GIS staff will be key contributors and will build a form for the local municipalities to enter the data in a consistent format.

### *Improve support from the County for local municipalities*

- Six local municipalities are participating in the Grey County Joint Accessibility Advisory Committee (“JAAC”). The objectives are information sharing, collaborating, and combining efforts to reduce costs.
- The Administrative and Accessibility Coordinator provides support and information sharing to the member municipalities and also shares information and ideas with the two local municipalities who have their own accessibility advisory committee.

## *Develop an annual accessibility budget for internal projects*

- This will be considered during 2020 budget planning.

## *JAAC more involved in community planning and site plan reviews*

- A resolution was passed by the JAAC and endorsed by Council on April 25, 2019 that participating local municipalities submit the following draft site plans as early as practicable in the application process to the Grey County Joint Accessibility Advisory Committee (for review and comment):
  - Newly developed or redeveloped public spaces;
  - Municipal offices;
  - Community centres;
  - Recreation centres; and
  - Other sports facilities.

Since this resolution passed, several submissions have been submitted to the JAAC for review and one site visit has been scheduled.

- Minutes of the Grey County Joint Accessibility Advisory Committee are linked in the County Connection communication. This electronic communication goes to all Grey County Councillors and CAOs plus those who subscribe (158 current subscribers).

## Multi-Year Accessibility Plan Review

The multi-year accessibility plan was reviewed and received by the JAAC on April 8, 2019. This report is the annual status update.

## Legal and Legislated Requirements

Accessibility legislation falls under the Ontario Disabilities Act, 2001 (“ODA”), Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”), Integrated Accessibility Standards Regulation (“IASR”), the Ontario Building Code (“OBC”) and the Ontario Human Rights Code, R.S.O. 1990.

## Financial and Resource Implications

There are no additional financial or resource implications at this time.

## Relevant Consultation

Internal (Human Resources, Transportation, Social Services, Housing, Communications, Purchasing)

External (list)

## Appendices and Attachments

[Multi-Year Accessibility Plan 2018 - 2022](#)