

## **2019 Annual Report**

In addition to fulfilling the ongoing requirements set out in the AODA and the IASR according to the required legislated timelines:

### **Built Environment**

- Finalized recommendation-In 2018 the committee Worked with the project lead of the New City Hall Project to provide input, advice and funding for 50% of the invoiced work for the installation of twenty-three (23) new door operators, push buttons, wiring, door strikes and programming into the access control system with the location of the doors/push buttons as recommended by the Accessibility/Diversity Officer to an upset limit of \$69,000 from the Capital Project 7086008 (Accessibility Fund) BE APPROVED and further, that a plaque acknowledging the contribution by the Windsor Accessibility Advisory Committee and City Council BE ERECTED. In 2019 the 23 new automatic door openers were installed by the project lead.
- The Committee received an update from Andrew Dowie, Executive Initiatives Coordinator and Bill Kralovensky, Supervisor Compliance & Enforcement relating to the on-street accessible parking pilot program.

*The Committee recommended :That City Council BE REQUESTED to consider the implementation of a one year Pilot Program waiving parking charges (impact of six parking spaces) for accessible permit holders on the west side of McDougall Street directly adjacent to 400 City Hall Square West.*

- The City entered a contract with Mohawk College, located in Hamilton, to produce a few braille tactile maps, starting with the for the 350 City Hall Square West Campus. She adds the students worked with low vision individuals along with the blind community to produce the features of the braille tactile map. The final braille tactile map will be located at the Information/Reception desk on the 1st floor, 350 City Hall Square West and will measure 18" x12".

### **Information and Communication**

- The City finalized a contract with a service provider to provide an accessible digital document solution for all of our Council, Standing Committee and Committee of Council documents that will make PDF remediation a thing of



the past and will deliver a superior cross device user experience with HTML with the intent to make the documents universally accessible for everyone.

- In terms of accessible job postings within the Corporation of the City of Windsor, the Information Technology Department is working with low vision and blind individuals to ensure the the website, including job postings will be accessible within the required timelines.
- Video Remote Interpreting equipment which provides on-demand interpreting sessions in 36 languages (video remote) including American Sign Language and 240 languages (audio). She adds this equipment is now available in the Customer Service area, 1st floor, City Hall and in several other areas in City Hall and in the 400 City Hall Square East building.
- Series of Videos were created for staff regarding how to create accessible documents.
- Employee Resource group tied to Person with Disabilities and Mental Health Awareness and Support Employee Resource Group
- Inclusive Action Network subcommittee for providing input and recommendations regarding inclusive hiring.

## **Transportation**

- Craig Robertson, Supervisor of Licensing available for discussion regarding input and discussion regarding accessible taxis.
  - Prior to 2007, there were 224 taxicab plates and 5 wheelchair accessible plates.
  - Another 5 additional accessible plates were released in 2007 and 5 more in 2008.
  - In 2017, with the onset of Uber drivers, the Taxicab By-law was reviewed and it was noted there were only 6 wheelchair accessible taxicabs operating in the City.
  - An additional 15 wheelchair accessible plates were released.
  - At this time, there are 16 licensed wheelchair accessible taxicab plates, with 5 plates still available.
  - Cost to obtain a plate from the city is \$400.
- The Committee approved the creation of a Transportation Subcommittee to review accessible public transportation, including taxis, and report back to the Committee and Licensing with input and suggestions for improvement. The subcommittee researched issues surrounding accessible taxis in the city and reported back to the Committee with next steps and some initial recommendations.

## **Employment**

- Finalized recommendation- In 2018 the Committee recommended: That the Corporation of the City of Windsor BE REQUESTED to consider subscribing to the Discover Ability Network for the purpose of hiring people with disabilities as they represent an untapped talent pool that can help fuel innovative growth and a measured return on investment. The recommendation received the endorsement of Council and the Human Resources Department finalized their subscription with the Discover Ability Network in 2019.
- The City of Windsor Workforce Census was conducted in 2018 and 1,000 city staff provided responses to the survey. In 2019 the results were summarized and finalized and provided to Council. There were questions in the survey relating to disabilities within the Corporation (including mental health related) and if accommodations were being provided. The responses to this survey now means that useful data is available regarding these areas.
- In terms of accessible job postings within the Corporation of the City of Windsor, the Information Technology Department is working with low vision and blind individuals to ensure the the website, including job postings will be accessible within the required timelines.

## **General requirements and Accessible Customer Service**

- Finalized: In 2018, \$5,000 (from the Capital Fund – Accessibility) was approved for the purchase of devices to enhance accessibility and begin the creation of an accessible hub in our library system. In 2019 the funding was used to purchase a variety of accessibility devices to help work towards the goal of an accessible hub.
- Community outreach-The Committee created and printed a brochure, about the work of WAAC, that can be distributed at future events
- Community outreach-The Committee purchased a pull up banner and promotion items to distribute at community events
- Community Outreach and input-The Committee participated in the Accessible Awareness Day event that was held on July 13, 2019 at Devonshire Mall



- Community outreach and input-The Committee donated up to \$300 for costs associated with a barbeque to be held on August 7, 2019 from 10:00 a.m. to 12:00 p.m. at the Farrow Riverside Miracle Park. The barbeque was for a kick off event for children with disabilities to introduce them to the new accessible park. A representative from Committee attended the event and provided information and handed out WAAC promotional items to those in attendance.
- The Committee had a discussion and planning session regarding accessibility planning priorities for the coming years.
- The Committee formed a Subcommittee and commenced planning for a WAAC meet and greet/ event with other Accessibility Advisory Committees (AAC). A draft letter was created with the hope to distribute it to the other Accessibility Advisory Committees in the area early in 2020.
- The Committee discussed their desire to acknowledge long term commitment to the committee and they agreed to the purchase of a Commemorative Bench and a Commemorative Tree to honour two deceased members who had a long term commitment and devoted great deal of time and energy to the Windsor Accessibility Advisory Committee. (Sandra Friesen, former member of WAAC and Wayne Menneguzzi, former chair and member of WAAC). Administration is working with the Senior Manager of Parks and the Senior Manager of Forestry to have both installed/planted in the coming year.
- Ongoing- IASR training as per requirements
- Continue with implementation of Phase one of the Diversity and Inclusion Initiative and Multi-year Accessibility Plan component.
- Commence process for creating Phase 2 of the Diversity and Inclusion Initiative (Community component)