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Windsor, Ontario May 9, 2017

A meeting of the **Windsor Accessibility Advisory Committee** is held this day commencing at 2:00 o'clock p.m. in Room 407, 400 City Hall Square East, there being present the following members:

Kathy Iacovone, Co-Chair
Peter Best, Co-Chair
Councillor Ed Sleiman
Sandra Friesen
Jillian Hotson
Sheila McCabe
Nicholas Petro (Alternate)
Robert Williams

Regrets received from:

John Azlen
Surendra Bagga
Ricardo Pappini

Delegation in attendance:

Councillor Irek Kusmierczyk, regarding Item 4.1

Guest in attendance:

David Hanna

Also present are the following resource personnel:

John Brunelle, Handi Transit
Andrew Daher, Manager, Provincial Offences
Gayle Jones, Accessibility/Diversity Officer
Renee Ruccolo, Organizational Development Specialist, Human Resources
Greg Rusk, Supervisor, Community Programming
Karen Kadour, Committee Coordinator

1. CALL TO ORDER

K. Iacovone, Co-Chair calls the meeting to order at 2:00 o'clock p.m. and the Committee considers the Agenda being Schedule "A" **attached** hereto, matters which are dealt with as follows:

2. DECLARATION OF CONFLICT

None disclosed.

3. ADOPTION OF THE MINUTES

Moved by S. Friesen, seconded by Councillor Sleiman,
That the minutes of the Windsor Accessibility Advisory Committee of its meeting held February 24, 2017 **BE ADOPTED** as presented.
Carried.

4. BUSINESS ITEMS

4.1 Commemorative Tree

Councillor Irek Kusmierczyk is present and provides the following comments relating to the purchase of a commemorative tree in memory of Reverend Charles Payne, former member of the Windsor Accessibility Advisory Committee:

- Reverend Charles Payne was a lifetime champion of accessibility in Windsor. He worked to eliminate barriers.
- Suggestion to plant a commemorative tree adjacent to the Aspen Lake Nursing Home (next to the bus shelter) that will provide comfort and shade for those waiting for the bus.
- If approved, WAAC will be invited to attend the ceremony to honour Reverend Payne.
- The tree will be purchased through the City of Windsor Commemorative Tree Program and will be funded from Ward 7 funds.
- The type of tree to be planted will be determined by the City Forester.
- A bronze plaque will be planted in the ground at the foot of the tree.

G. Jones adds she was originally approached by Councillor Kusmierczyk and Councillor Sleiman regarding the planting of the commemorative tree for Reverend Payne.

Moved by P. Best, seconded by R. Williams,
That the initiative put forth by Councillor Irek Kusmierczyk to plant a tree to be purchased through the City of Windsor “Commemorative Tree Program” in memory of Reverend Charles Payne near the Aspen Lake Nursing Home at a location to be agreed upon as per the requirements of the Program **BE SUPPORTED** and further, such tree will be funded through Ward 7 funds.
Carried.

4.2 Funding Application – Induction Loop System and Audio Hearing Loop Receivers – Provincial Offences Courtrooms

Andrew Daher, Manager Provincial Offences (POA) is present and provides the following comments relating to the Proposal for Funding for accessible amenities in the Provincial Offences Courtrooms:

- The POA division operates and leases three courtrooms located in an older building that currently lacks a variety of accessibility features.
- In December 2014, WAAC approved funding for the upgrading of the main entrance door to the lobby, 6 courtroom doors and the lobby washroom door.
- The POA division is requesting funding to address the accessibility needs of those who are culturally deaf, orally deaf, deafened or hard of hearing.
- The request is for an induction loop system in two of the three courtrooms -
 - An Induction Loop System takes an audio signal and transmits it as a magnetic field into a space where hearing aids can receive the signal and convert it back to high quality audio.
 - Individuals with a hearing aid or cochlear implant with a telecoil simply have to turn on the telecoil on their device. Individuals who don't have a hearing aid can still use a receiver.
 - Loop systems are the most effective and will allow the courts to be universally accessible. They are the least discriminatory form of assistive listening.
- Also requested are six (6) Portable Lanyards.
 - A high quality audio hearing loop receiver which allows a non-hearing aid user to listen to the audio that is being produced by the Hearing Loop System, through the use of headphones.
- The total project costs (upset limit) are \$52,916.
- The Manager POA will contact the landlord of the building to determine if some of the costs can be shared.

In response to a question asked by J. Hotson regarding the length of the lease, A. Daher replies there are 2 years remaining in the lease, however, the cost of moving is prohibitive as there is a need for three courtrooms. A. Daher adds the POA division has leased the building since 2001.

G. Jones advises the purchase of the Induction Loop system is the most unobtrusive way to assist hearing impaired individuals and notes this system will be placed in the new City Hall.

Moved by Councillor Sleiman, seconded by S. Friesen,
That **APPROVAL BE GIVEN** to an expenditure in the upset amount of \$52,916 for the purchase of an Induction Loop System for the Provincial Offences Court and, for six (6) Portable Lanyards subject to the provisions of the Purchasing By-law 93-2012

and further, that a plaque **BE ERECTED** acknowledging the contribution by the Windsor Accessibility Advisory Committee and City Council.

Carried.

4.3 Funding Application – Workplace Mental Health Leadership Certificate Program

Renee Ruccolo, Organizational Development Specialist, Human Resources is present and provides comments relating to the Funding Application for the Workplace Mental Health Leadership Certificate Program as follows:

- Human Resources would like to offer a certificate program in Workplace Mental Health Leadership from Queen’s University.
- The course provides leadership skills aligned with evidence-based and industry best practices.
- Over the course of three modules, participants will explore the ever-expanding business case for mental health in the workplace.
- This certificate also supports the development of empathetic and solution-focused leadership skills, which can be transferred to a variety of professional settings and situations.
- This barrier removal activity will help better accommodate employees who work for the municipality with an aim at building and reinforcing a mentally healthy work environment.
- It will assist our leaders with further developing the appropriate tools to effectively deal with this growing health concern.
- Early intervention and effective recovery will help to promote optimal work performance which will be beneficial to the Corporation and our customers.
- The amount requested from the Windsor Accessibility Advisory Committee is \$8,700 (which includes travel expenses for the presenter).

In response to a question asked by S. McCabe regarding if there is monitoring afterwards with evidenced based tools to ensure the successful outcomes of this training, G. Jones states that could be incorporated into the motion if approved.

P. Best expresses concern that individuals will be trained and will then “move on” to another position. R. Ruccolo suggests a “claw-back clause” can be added to protect the funding for those who received the training.

Discussion ensues regarding possibly reaching out to municipal partners to cost-share on the Certificate Program on a recovery basis. R. Ruccolo indicates there are other municipalities and agencies interested in this training course.

Moved by J. Hotson, seconded by R. William,

That **APPROVAL BE GIVEN** to an expenditure in the upset amount of \$8,700 to provide an opportunity for Human Resources to offer a Certificate Program in

Workplace Mental Health Leadership from Queen's University that will assist City of Windsor managers to build and reinforce a mentally healthy work environment, and further, that an invitation **BE EXTENDED** to community partners to participate in this training, and that Human Resources **BE REQUESTED** to report back on the outcomes of the Workplace Mental Health Leadership Program.

Carried.

P. Best and S. Friesen voting nay.

4.4 Brainstorming Session for Future Priorities

A letter dated May 8, 2017 from Philippa von Ziegenweidt regarding concerns surrounding access to healthcare services under the proposed Windsor Essex Hospitals Plan is distributed and **attached** as Appendix "A".

P. Best expresses concern regarding noticeable barriers on the new streetscaping project on Ouellette Avenue from Wyandotte Street to Shepherd. He suggests a member from Administration attend the next meeting of WAAC to address these concerns.

Moved by P. Best, seconded by J. Hotson,

That Administration **BE INVITED** to attend the next meeting of the Windsor Accessibility Advisory Committee to receive input, comments and concerns relating to the new streetscaping and noted barriers on Ouellette Avenue from Wyandotte Street to Shepherd.

Carried.

In terms of WAAC's Operating budget, as of March 31, 2017 there are funds in the amount of \$6,183.02, G. Jones suggests WAAC produce resource booklets/brochures. She proposes WAAC hold a roundtable discussion with community partners to create a booklet that will guide individuals that will outline "where to start when you have a problem".

J. Hotson is concerned that brochures/booklets require constant updating to ensure information provided is current.

P. Best suggests contacting members of other Accessibility Advisory Committees for the purpose of inviting them to a Meet and Greet session.

Moved by P. Best, seconded by S. Friesen,

That **APPROVAL BE GIVEN** to an expenditure in the upset amount of \$2,500 to host a Meet and Greet session with other Accessibility Advisory Committees (AAC's) on a date, time and location to be determined, and further the Co-Chairs will undertake contacting the AAC's and will report back.

Carried.

4.5 Financial Variance Report

The Financial Variance by Account for the period ending March 31, 2017 is received for information.

4.6 Sub Committee Updates

No report.

5. ACCESSIBILITY OFFICER'S REPORT

No report.

6. CHAIR'S REPORT

No report.

7. DATE OF NEXT MEETING

The next meeting will be held at the call of the Chair.

8. ADJOURNMENT

There being no further business, the meeting is adjourned at 3:48 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR