



Making a difference...together

ACCESSIBILITY ADVISORY COMMITTEE

Notice of Meeting on **Tuesday, November 19, 2024, at 1:00 pm**
Boardroom, 6th Floor, 625 Fisgard Street, Victoria, BC

Meeting to be conducted electronically and in-person.

P. Danforth (Chair)	T. Bolt (Vice-Chair)	J. Briante	M. Essery
J. Parr	P. Pokorny	G. Robinson	E. Syring
R. Welland	M. Little (GC Liaison)		

1. Territorial Acknowledgement

2. Approval of Agenda

Recommendation: That the agenda for the November 19, 2024 Accessibility Advisory Committee meeting be approved.

3. Adoption of Minutes

Recommendation: That the minutes of the Accessibility Advisory Committee meeting of September 17, 2024 be adopted as circulated.

4. Chairs Remarks

5. Presentations/Delegations

6. Committee Business

6.1 Committee Introduction: CRD Equity, Diversity, Inclusion & Accessibility Specialist

6.2 Accessibility Advisory Committee 2025 Membership Update

6.2.1 AAC Call For Expressions Of Interest ([link](#))

6.3 CRD Accessibility Plan ([link](#))

6.3.1 Action Item 3a-4: Establish a catalogue of assistive devices for CRD staff, and purchase inventories for use

6.4 Summary of Accessibility Training Recommendations (attached)

7. Notices of Motion
8. New Business
9. Adjournment

Next meeting: Tuesday, January 21, 2025 at 1:00 pm.

To ensure quorum, please advise Jessica Dorman (jdorman@crd.bc.ca) if you cannot attend.



Making a difference...together

Minutes of the Accessibility Advisory Committee meeting, held on September 17, 2024 at 1:00 pm, 6th Floor Boardroom, 625 Fisgard Street, Victoria BC

PRESENT:

Committee Members: P. Danforth (Chair), T. Bolt (Vice Chair) (EP), J. Briante (EP), M. Essery (EP), J. Parr, P. Pokorny, G. Robinson, E. Syring, R. Welland

Staff: C. Neilson, Senior Manager, Human Resources & Corporate Safety; A. Ali, Manager, Equity, Diversity, Inclusion and Accessibility, Human Resources & Corporate Safety; J. Dorman, Committee Clerk (Recorder)

EP – Electronic Participation

Regrets: M. Little (GC Liaison)

The meeting was called to order at 1:02 pm.

1. Territorial Acknowledgement

Chair Danforth provided a Territorial Acknowledgement.

2. Approval of Agenda

**MOVED by M. Essery, SECONDED by R. Welland,
That the agenda for the September 17, 2024 Accessibility Advisory
Committee meeting be approved.
CARRIED**

3. Adoption of Minutes

**MOVED by T. Bolt, SECONDED by P. Pokorny,
That the minutes of the Accessibility Advisory Committee meeting
of July 16, 2024 be adopted as circulated.
CARRIED**

4. Chairs Remarks

Chair Danforth spoke about the membership changes of the committee and CRD Accessibility Plan amendments that enhance the plan.

E. Syring joined the meeting at 1:05 pm.

5. Presentations/Delegations

There were no presentations or delegations.

6. Committee Business

6.1. CRD Accessibility Plan

C. Neilson presented Item 6.1. for information.

Discussion ensued on website statistics regarding accessing the plan.

6.2. Input on Accessibility Training

A. Ali presented Item 6.2. for information.

Discussion ensued on the following:

- measurements of success
- learning management system platforms
- acknowledgement of accessibility and ableism

6.3. 2024 Accessibility Advisory Committee Vacancies and 2025 Appointments

C. Neilson presented Item 6.3. for information.

Discussion ensued on sharing membership opportunities with future potential members.

7. Notices of Motion

There were no notice(s) of motion.

8. New Business

There was no new business.

9. Adjournment

**MOVED by M. Essery, SECONDED by R. Welland,
That the September 17, 2024 Accessibility Advisory Committee
meeting be adjourned at 2:00 pm.
CARRIED**

Chair

Committee Clerk

Summary: CRD Accessibility Advisory Committee Training Recommendations

October 2024

Note: This feedback was provided to CRD Staff by members of the CRD's Accessibility Advisory Committee and West Shore Access Society. The feedback will be considered as part of planning learning and development opportunities for CRD Board and Staff.

1. What are some of the key concepts you think all CRD staff should be familiar with in relation to the needs of individuals with disabilities and the barriers they face?

- An understanding of what a disability is. Many abled folks see disability as using a mobility aid or something that is visible. Reality is many disabilities are non-visible. Episodic disabilities.
- Types of barriers, disability experiences are diverse, intersectionality, accessibility is not about checkmarks, policies and solutions need to be developed in close collaboration with people with disabilities.
- Disability Justice shows a path to an intersectional, human rights framework for understanding and supporting the experiences of people with disabilities.
- As well, many disabled people live in poverty and have many needs.
- Intersectionality definition – the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage: "through an awareness of intersectionality, we can better acknowledge and ground the differences among us."
- They need to understand the concept of barriers as it applies to all forms of disabilities. For example access is more than a ramp and at CRD Parks, ¾ road base on pathways is a barrier for many people with various disabilities.

- Barriers that people with disabilities face are all day, every day and kindness can go a long way. People with disabilities want to be included and participate in their community.
- Far too often, excuses about lack of access are given. Start somewhere and build on it. Actions speak louder than words.
- Often, accessibility is in budgets and then taken out due to budget shortfalls. Lip service does not tangibly improve anyone's life. We have to stop thinking this way.
- People with disabilities are no longer the minority. With an aging population and a large number of baby boomers we are now the majority. Accessibility improvements benefit the young to the elderly. At some point in your life you will need accessibility. These improvements are not optional.
- Feedback specific to built environments:
 - i. Every room in every building has to be wheelchair and scooter accessible. Most importantly washrooms need to be as big as possible.
 - ii. Mobility scooters take up more room than electric wheelchairs. Scooters have a bigger turning radius which requires more room.
 - iii. Every building with more than one floor requires an elevator. Elevators need to be big enough to provide room for scooters and wheelchairs. The elevator buttons should have braille on them for the blind.
 - iv. All buildings that are elevated need a ramp for mobility devices.
 - v. All bathrooms require a waste basket for disposing of used urinary catheters and diapers.
 - vi. All outdoor doorways require a button to open the door automatically.
 - vii. Doorways need to be wide to provide access for wheelchairs and scooters.
 - viii. CRD parks should have paved paths instead of gravel or wood chips. Parks should have handydart parking spaces.
 - ix. CRD recreation centers need to be handicapped accessible. Swimming pools should have ramps down into the pool that

wheelchairs can roll down into the water. There should also be flotation devices for the disabled.

- x. Fitness Gyms should have exercise machines and equipment designed for people with disabilities including paralysis and other problems. For example, they could offer hand cycle machines for exercising aerobically with your hands and arms if your lower body is paralyzed.

2. Where do you see there is overlap between accessibility and ableism training and other aspects of diversity, inclusion and equity training?

- Accessibility, to me, means the built environment including paths of travel. Some services like the Francis King Park has pea gravel in the parking lot making it difficult/impossible to get to the wheelchair accessible path independently. As well tactile cueing is key for folks with low vision or who are blind...
- Ableism is discrimination against people with disabilities. It can include environmental barriers, stereotyping, attitudes and preconceived views that negatively influence the value, access and well-being of disabled people.
- Ableism is like racism, sexism, homophobia, etc. It is a form of oppression.
- Intersectionality is a great way to weave in accessibility and ableism into equity, diversity and inclusion training. There is a great quote from Audre Lorde who said, "There is no such thing as a single-issue struggle because we do not live single-issue lives." I think this quote is a great framework for understanding the connections and getting rid of the siloed approaches to problems.
- There are no two people with disabilities that have the same needs.
- Asking people what their needs are and trying to accommodate them and encouraging them to participate and valuing their participation is key.

3. What kind of training would you like the CRD Board to have to support their decision-making?

- An understanding of who is impacted by not being part of the picture. Underlying is poverty and access. CRD board would benefit from

understanding the impact of decisions that do not consider needs of people with disabilities.

- It is important to understand the history of disability movement in Canada (e.g., history of institutionalization, sheltered workshops, connection between disability and race). Without understanding the work of many advocates that brought us to this point, we can't appreciate the work that needs to be done, and we cannot draw the connections to why barriers persist, why people with disabilities continue advocating, and why ableism is still prevalent.
- There is a lot of great content that focuses on the language, attitudinal barriers, issues of equity and discrimination, accommodations, etc. The most important thing is how this theoretical knowledge will be translated into practice. How can we draw the connection between the experiences of people with disability and the work that CRD is doing? It is important to constantly bring it back to practice. Unfortunately, knowledge and training by themselves do not lead to change. A conscious effort to apply this training does. It is also important to have a continuing cycle of learning and learn from people with diverse experiences of disability.

4. What organizations and/or facilitators would you recommend for providing high quality learning opportunities and resources?

- The Victoria Disability Resource Centre provides a workshop "Disability Inclusion & Awareness Training (DIAT)". This training is not just about compliance; it's about enriching your team's competency and confidence in creating a genuinely inclusive environment where everyone can thrive. <https://drcvictoria.com/services/dat/>
- BC Human Rights Commission provides some training that may be appropriate.
- Live Educate Transform Society (LETS) <https://www.connectwithlets.org/services/>
- Anu Vision Coaching and Consulting <https://www.anuvision.ca/>

5. What would you like facilitators to know about how to make any learning/training workshop an accessible and positive experience for people with a variety of disabilities?

- There are several resources that look at accessible meeting and events thus being more inclusive. I believe the key is to do the groundwork so

training will take into needs of most. Posting ASL is available, descriptive video, fragrance and chemical free etc.

- Ensuring accessible delivery (breaks during the workshop, ASL, image descriptions, sharing materials ahead of time, etc)
- Importance of nearby accessible parking and accessible washroom
- Interactive nature of the workshop
- Focus on reflexivity and understanding of your own role
- A safe space where people will be encouraged to share
- Emphasis on the diversity of disability experiences
- We would like to see workshops provided to CRD employees with presenters with a variety of disabilities talking about their backgrounds and history with dealing with physical and other barriers. Participants would have the opportunity to ask questions and gain valuable knowledge from persons with direct experience with challenges with accessibility.