

Accessibility and Inclusion Select Committee
Agenda
March 30, 2026 at 2 p.m.
Cultural Centre, 2674 Dunsmuir Avenue
Second Floor, Moncrief Hall



With members of the Regional Accessibility Committee

1. Approval of Agenda
2. Accessibility and Inclusion Action Plan to Remove Barriers
 - (a) Draft Plan Open Discussion
 - (b) Identifying Priorities
 - (c) Role of Committees in Actioning the Plan
3. Adjournment

ACCESSIBILITY AND INCLUSION

ACTION PLAN

VILLAGE OF CUMBERLAND

2026

DRAFT

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PART 1: INTRODUCTION

1. LAND ACKNOWLEDGEMENT

The Village of Cumberland respectfully acknowledges that the area of land covered by this plan is within the Unceded Traditional Territory of the K'ómoks First Nation, the traditional keepers of this land.

2. BACKGROUND

2.1. ABOUT THIS PLAN

The Village of Cumberland's Accessibility and Inclusion Action Plan (The Plan) outlines a practical, community-informed approach to identifying, removing, and preventing barriers to accessibility and inclusion across Village policies, programs, services, and operations. Developed in response to the *Accessible British Columbia Act*, the Plan builds on many years of accessibility, age-friendly, and inclusion-focused work undertaken by the Village, while responding to emerging gaps and community priorities.

This Plan is intended to complement existing plans, audits, and standards, particularly those related to the built environment. While physical accessibility continues to be an important focus for the Village, this Plan places greater emphasis on barriers related to communication, engagement, technology, sensory and cognitive accessibility, inclusive practices, and staff capacity. In doing so, it provides a broader framework for inclusion that can be integrated into everyday municipal decision-making and service delivery.

The Plan was informed by a review of existing Village documents, collaboration with the Accessibility and Inclusion Committee, a staff workshop, and engagement with community members, including people with lived and living experience of disability and exclusion. The actions identified are intended to be realistic, achievable, and aligned with current and upcoming Village initiatives. As a living document, the Plan will be monitored and updated over time to reflect community feedback, evolving best practices, and the Village's ongoing commitment to creating a more accessible and welcoming community for everyone.

2.2. CUMBERLAND'S PROGRESS IN ACCESSIBILITY AND INCLUSION

In 2016, under the guidance of the then Accessibility Committee, the Village undertook the Facility and Infrastructure Review to further the accessibility-related policy statements in the 2014 Official Community Plan through a 10 year planning framework for Village-owned facilities, parks and public spaces; a brochure to encourage owners of commercial buildings and businesses to make accessibility improvements; and ways to better meet accessible parking in the Village. The Committee also produced a checklist for accessible and inclusive events.

This work was further augmented in 2019 by Rick Hansen Foundation ratings of the Village office and Council Chamber, the Cultural Centre, South Wellington Colliery Trail, and Chinatown Walking Tour trail.

The Village completed an Age-Friendly Assessment and Action Plan in 2020 that made recommendations for action in the areas of municipal buildings and public spaces, transportation, housing, social participation, social inclusion, civic engagement, public communication, and community support and health.

In 2023, the Comox Valley Accessibility Committee (funded by the CVRD through the Comox Valley Social Planning Society) undertook accessibility audits through the region. Village staff are expected to utilize the recommendations provided by the CVAC in future work plans.

Many of the recommendations from these plans have been implemented either through specific small projects or incorporated into new plans, such as the Official Community Plan and Transportation Master Plan, as well as significant capital projects. Some recommendations remain outstanding as the Village works on planning for major projects, e.g. Village Park field house, some on-street parking as part of larger construction projects.

Village staff are using accessibility resources and standards for new infrastructure and works with and without consultation with the Committee. Examples include recreation facility and park upgrades, road and sidewalk projects, parking standards.

Work to reduce barriers to accessibility and inclusion has included:

- Recreation financial assistance programs, FAIR and LEAP
- Cumberland Adult 50+ Social Club
- Snow and ice control at transit shelters and sidewalk letdowns and crosswalks in the Village core
- Social Procurement Framework for Village purchasing policy
- Everybody Welcome stickers at all public facilities
- K'waxdzi'dzas Affordable Housing Development (subject to funding from BC Housing)

- Affordable Housing land development application priority processing
- Community Grant Program
- Community Service Partnerships with not for profit organizations, focusing on providing low-barrier access to community recreation and culture services
- Use of Automark voting machines for elections
- Updated policy through the Official Community Plan review (2025-2026)
- Live streaming of Council and Committee of the Whole meetings
- Artwork in the Village Council Chamber acknowledging the K'ómoks First Nation and the Village's commitment to reconciliation
- Use of an online engagement channel, Engage Comox Valley, to supplement in-person and other online engagement opportunities
- Universal design in the Transportation Master Plan (2024)
- Cultivating Safe Spaces staff training
- Workplace Bullying and Harassment Policy (2020)
- Parks and Facilities Conduct and Compliance Policy (2024)
- Programming changes to support children with diverse needs to participate in recreation (2026)

Plans and resources can be reviewed at <https://cumberland.ca/plans/> and <https://cumberland.ca/accessibility-and-inclusion>

3. DEFINITIONS

Accessibility: means all people can take part in their communities through work, play and other daily activities. Accessibility is important for everyone, especially people with disabilities. Accessibility is about removing barriers and increasing inclusion and independence for everyone.

Accommodation: means an employer's responsibility to tailor the workplace to meet the needs of an individual employee (as per the BC Human Rights Code)¹. An accommodation would be a direct response to identified barriers found in the workplace.

Barrier: means anything that hinders the full and equitable participation in society, creating disability². Barriers are and can be:

- Caused by environments, attitudes, practices, policies, information, communications, or technologies, and

¹ Government of British Columbia. "Managing Employee Accommodation in the Workplace" Last updated: January 24, 2024 <https://www2.gov.bc.ca/gov/content/careers-myhr/managers-supervisors/employee-labour-relations/managing-accommodation>

² World Health Organization, World Report on Disability, 2011

- affected by intersecting forms of discrimination and ableism.

Multiple types of barriers can be present at the same time and can impact people differently, even for people with the same disability. Influenced by the Barriers identified in the British Columbia Accessibility Plan³, the following barriers have been identified for consideration within this plan:

- **Attitudinal / Social:** Facing stigma and discrimination because others don't understand personal experiences or culture.
- **Physical:** When places are hard to reach or enter because of how they are designed or because they are far away.
- **Technology:** When technology cannot be accessed or used because there is need for tools or specific features.
- **Information / Communication / Language:** When individuals struggle to understand or be understood because of language differences or how they process information.
- **Structural / Systemic:** When policies may be unfair as they don't consider the challenges faced by equity-deserving groups.
- **Sensory:** When environments are difficult to be in because of things like bright lights, loud sounds, or strong smells.

Disability: means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or a functional limitation – whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society⁴.

Diversity: means the variety of identities found within an organization, group or society. Diversity is expressed through factors such as culture, ethnicity, religion, sex, gender, sexual orientation, age, language, education, ability, family status or socioeconomic status.⁵

Impairment: means a physical, sensory, mental, intellectual or cognitive impairment, whether permanent, temporary or episodic⁶.

Inclusion: means helping make sure people of all backgrounds, abilities and identities feel welcome and have what they need to thrive. This includes mindful and equitable effort to meet individual needs so everyone is able to contribute to their fullest potential

Universal Design: means creating, building, and maintaining services and environments that can be accessed, understood, and used to the greatest extent possible by all people.

³ Government of British Columbia. AccessibleBC: B.C.'s Accessibility Plan

⁴ Government of Canada: Accessible Canada Act (S.C. 2019, c.10) <https://laws-lois.justice.gc.ca/eng/acts/A-0.6/page-1.html#h-1153395>

⁵ Government of Canada: Guide on Equity, Diversity and Inclusion Terminology <https://www.noslangues-ourlanguages.gc.ca/en/publications/equite-diversite-inclusion-equity-diversity-inclusion-eng>

⁶ Accessible British Columbia Act, SBC 2021, C 19 <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019#section1>

4. GUIDING FRAMEWORK

4.1. FEDERAL AND PROVINCIAL LEGISLATION

4.1.1. ACCESSIBLE CANADA ACT

In 2010, Canada ratified the *United Nations Convention on the Rights of Persons with Disabilities* requiring the government to promote and ensure the full enjoyment of human rights of persons with disabilities including full equality under the law. In 2019, the *Accessible Canada Act* came into force with the goal to reach a barrier free Canada by 2040 and applies to federally regulated entities.

4.1.2. ACCESSIBLE BRITISH COLUMBIA ACT

In 2021, the Government of British Columbia enacted the *Accessible British Columbia Act*. The Act enables the provincial government to take actions that improve accessibility for all residents and visitors of the province alongside the British Columbia Human Rights Code. The province will now:

- Set standards and regulations related to accessibility.
- Promote accessibility across the province (e.g., AccessAbility Week).
- Recognize American Sign Language (ASL) as a form of communication with the province.

4.1.3. REQUIREMENTS FOR PRESCRIBED ORGANIZATIONS

As per the *Accessible British Columbia Act*, prescribed organizations must:

- Establish an Accessibility Committee.
- Develop and Accessibility Plan.
- Establish a public feedback mechanism to receive comments from the public on the Accessibility Plan and other barriers to individuals in or interacting with the organization.

As of the publication of this document, the Village of Cumberland complies with all three requirements.

More information about Accessibility and Inclusion at the Village can be found here:

<https://cumberland.ca/accessibility-and-inclusion/>

5. OUR APPROACH

The Accessibility and Inclusion Plan was developed through a combination of background research, collaboration, and targeted engagement. This work included a review of existing Village policies, plans, and actions, ongoing collaboration with the Accessibility and Inclusion Committee, and focused engagement with staff and community members with lived and living experience related to disability and inclusion.



The following section summarizes the approach taken and key insights gathered through each of these steps

5.1. FOUNDATIONS FOR THIS WORK

The Village has been working to incorporate accessibility and inclusion into municipal practices and has made significant progress to-date. Existing areas of strength include:

- **Collaborating with the Accessibility and Inclusion Committee** – such as embedding insight from members’ lived experience into documents and resources, including the creation of this Accessibility and Inclusion Plan.
- **Addressing barriers in the built environment** – such as planning to remove physical barriers, and design spaces for improved mobility, in our parks, facilities, sidewalks, public parking spaces, and recreation spaces.
- **Changing attitudes and understanding** – Village staff are invested in learning and removing barriers to Village services and practices with guidance and education from those with lived experience.
- **Improving inclusive communications** – such as developing more accessible governance and providing advice for inclusive event and engagement opportunities.
- **Providing best practice guidance for accessible design** – such as using universal design in transportation and facilities planning.

This Plan is positioned to build on this existing work, by continuing to identify areas for future action to remove or prevent barriers to inclusion and accessibility.

5.2. COMMUNITY ENGAGEMENT

This Plan was designed to reflect the voices of community members with lived and living experiences of disability, as well as those who support them, and those with under-represented voices who experience barriers to inclusion. This included Indigenous peoples, seniors, LGBTQ2S+ community members, people from visible minority groups, diverse language and cultural backgrounds, and people experiencing social, economic, or literacy barriers. Input was gathered from staff, members of the Accessibility and Inclusion Committee, and members of the public to identify key opportunities for future action, within current capacity and resourcing realities.

Engagement occurred from the fall through early winter 2025 and included the following activities:

- **Meetings with the Accessibility and Inclusion Committee** – The Committee played an advisory role in the development of this Plan as well as the approach to community engagement, ensuring materials were accessible and reflective of issues facing Cumberland’s community. The regional Comox Valley Accessibility Committee was also consulted during plan creation to hear feedback on this Action Plan.
- **Public Survey** – An accessible survey with both hard copy and online versions was developed. Questions were designed to develop an understanding of the types of actions that are working in community, where there are opportunities to adjust and do things differently, and the types of barriers that are creating challenges within the Village. Responses were received primarily from community members with lived experience of disability and by people involved in caretaking or service support roles.
- **Staff Workshop** – A staff workshop was held with representatives from Village departments to give staff insight into how programs, services, communications, events, and engagement can be made more accessible and welcoming, including ways to reduce sensory, communication, and technological barriers. Staff were then asked to provide feedback and details about work plans in their departments and to help refine the action plan.

Feedback from these activities helped develop the Accessibility and Inclusion Plan into a document that addresses community priorities through achievable actions, across five focus areas. Lived experience insight is embedded into high-level guidance and potential solutions and will continue to underpin implementation activities throughout the life of the Plan.

5.2.1. ENGAGEMENT SNAPSHOT

Community engagement, and findings from the document review, were influential to the development of an overarching community Vision, plan focus areas, and action items. In general, people value feeling part of community life and are looking for ways to remove challenges to getting around and participating in programs, services, Village-processes, and other areas.

While individual engagement responses varied, overall, feedback reveals clear and consistent themes about where barriers exist and where Village action could make significant change to peoples' experiences in community. The following high-level themes are shared to illustrate key influences on this Plan. Additional details can be found in Appendix A.

We heard people want clear, accessible information:

Some people shared that they have difficulty knowing where to find and access information. These challenges include navigating Village communication systems (such as the website) and finding up-to-date information as programs and services change.

We heard it is important to consider diverse needs across our programs and services:

Most residents participate in a Village service or program, and many people shared that fitness and recreation options are especially important to them. We heard suggestions related to our facilities, staff supports, program options, and other areas to ensure our programs address the needs of people of different abilities, ages, and life stages.

We heard the Built Environment continues to need tangible improvements.

The Village has taken numerous steps to improve physical infrastructure such as facilities and transportation networks. Residents emphasised the importance of continuing these efforts, from seasonal snow clearing, and gaps in mobility networks, to building access.

We heard that people are wanting to be engaged and involved in decision-making.

Residents with lived experience of disability and inclusion challenges shared a desire to better contribute their perspectives such as by providing feedback, gaining Village employment, and participating in leadership positions. Meaningful contributions can be supported by offering flexible participation options, accommodations, and clearly sharing information related to decision-making.

We heard that Village interactions shape feelings of belonging:

Interactions with Village staff and representatives were frequently highlighted as shaping people's sense of belonging. Across residents' responses, there is a clear desire for respectful and well-informed interactions, supported by training, to ensure day-to-day interactions address resident needs, provide access to opportunities, and re-enforce a welcoming culture.

6. PLAN FOCUS AREAS

The Five Focus Areas at the centre of this Plan emerge from community engagement insight, lived experience expertise from the Accessibility and Inclusion Committee, and high-level guidance from the Accessible BC Act while using a greater equity, diversity and inclusion lens. The Act outlines areas where future accessibility standards will be developed that will have implications for local government and other prescribed organizations; it is strategic to align the Village's Focus Areas with these legislated areas.

The Five Focus Areas are:

1. **Village Services, Programs and Practices** – Ensures that services and programs are delivered without barriers to equity, diversity and inclusion
2. **Attitudes and Understanding** - Ensures key personnel are aware of a diversity of needs to best serve people with accessibility and inclusion experiences in daily life.
3. **Built Environment and Transportation Networks** – responds to barriers people face navigating physical public infrastructure across a range of scales, from buildings and site design, to washrooms, sidewalks, and signage.
4. **Communications, Engagement, and Technology** – responds to barriers people face feeling meaningfully engaged in Village activities and governance and receiving and accessing information.
5. **Employment** – ensures the Village has a strong workplace culture that welcomes and supports individuals with a range of accessibility and inclusion experiences.
6. **Governance and Capacity** – ensures Village processes enable diverse voices being involved in decision-making and that relationships are developed or strengthened to support these efforts.

PART 2: ACTION PLAN

7. VISION

The Village of Cumberland is an accessible and inclusive community where people of all abilities, backgrounds, and identities feel safe, respected, and welcomed. Our community is a place where all residents experience barrier-free access to Village programs and services, , can freely move through public spaces, and feel connected and engaged in local decision-making.

8. GOALS

The following goals flow through the action items listed throughout the remainder of this section:

- Ensure information, communication, and engagement processes and systems are accessible to all residents.
- Support inclusive employment opportunities for people with varying abilities and from diverse backgrounds.
- Build staff and municipal capacity to identify, remove, and prevent barriers to inclusion.
- Increase and enhance accessibility and inclusion practices for service and program delivery.
- Improve the accessibility of our buildings, public spaces, and infrastructure within our community.
- Improve awareness and supports for people with disabilities and equity deserving groups to prepare for emergencies.

9. ACTION PLAN

9.1. GOAL 1:

Ensure information, communication, and engagement processes and systems are accessible to all residents.

Communication with the public is a big part of the work that Local Governments do. Cumberland has taken strides to improve its communications and engagement processes and the actions described here show a continued commitment to improvement.

9.1.1. FOCUS AREA – COMMUNICATIONS, ENGAGEMENT, AND TECHNOLOGY

a) Digital Services

Actions	Priority	Lead
i. Review and update website and digital communications tools for accessibility.	High Medium Low	Corporate Services
ii. Update the Visual Identity Guidelines for accessibility.	High Medium Low	Corporate Services
iii. Make all digital application forms and documents accessible to screen readers	High Medium Low	Corporate Services
iv. Support staff training for web and communications accessibility, including producing accessible documents and web pages.	High Medium Low	Corporate Services

b) Communication Guidelines

Actions	Priority	Lead
i. Create guidelines for Village communications that includes accessible formatting and features, inclusive language, and a welcoming tone. The guideline should include a 'checklist' for communications to help assess	High Medium Low	Corporate Services

	whether a communication tool has addressed accessibility adequately.		
ii.	Support staff training for producing accessible documents, including plain language and basic document design for readability.	High Medium Low	Corporate Services
iii.	Represent the diversity of the community in public facing communications and visual media (such as graphics, videos, and artwork).	High Medium Low	Corporate Services Community Services

c) Checklist for Accessible and Inclusive Events

Actions	Priority	Lead
i. Add communications guidelines to the Checklist for Accessible and Inclusive events.	High Medium Low	Community Services
ii. Add suggestion of supports and opportunities for inclusion to the check list, such as honorariums for people with lived and living experience, provision of childcare for engagement, low sensory spaces, technology offerings such as screen-reader friendly documents or digital reading services	High Medium Low	Community Services
iii. Add information or guidance on removing technology barriers when promoting and hosting events.	High Medium Low	Community Services
iv. Use the Checklist for Accessible and Inclusive Events for Village community events.	High Medium Low	Community Services

9.1.2. FOCUS AREA – GOVERNANCE AND CAPACITY

d) Inclusion and Feedback

Actions	Priority	Lead
i. Provide information on Cumberland webpages about inclusion progress, features, and services available.	High Medium Low	Corporate Services
ii. Develop responsive feedback process to receive and respond to information with the public.	High Medium Low	Corporate Services

iii.	Establish centralized sources for public accessibility resource sharing in both digital and physical (e.g. paper) formats.	High Medium Low	Corporate Services
iv.	Share progress on initiatives in this Action Plan in the annual report	High Medium Low	Corporate Services

e) Council Meetings

Actions	Priority	Lead
i. Continue to improve sharing of governance processes and outcomes across Cumberland communication channels including how residents can stay engaged and informed.	High Medium Low	Corporate Services
ii. For Council staff reports, add a summary section at the beginning of reports that is a plain language summary for the public.	High Medium Low	Corporate Services
iii. Examine opportunities to increase accessibility of Council meetings including virtual options, recordings, and transcripts.	High Medium Low	Corporate Services

f) Candidates

Actions	Priority	Lead
i. Offer technological supports for candidates elected to office.	High Medium Low	Corporate Services
ii. Consider policy on reimbursement of childcare costs for elected officials to attend meetings.	High Medium Low	Corporate Services

g) Voting

Actions	Priority	Lead
i. Ensure at least one election worker at a voting place has ASL abilities.	High Medium Low	Corporate Services
ii. Train election workers on serving diversity of voters and use of technology to support diverse voters	High Medium Low	Corporate Services

9.1.3. ROLE OF THE ACCESSIBILITY AND INCLUSION COMMITTEE

TBD

9.1.4. RESOURCES AND TRAINING

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9.2. GOAL 2:

Support inclusive employment opportunities for people with varying abilities and from diverse backgrounds.

9.2.1. FOCUS AREA – EMPLOYMENT

a) Employment Advertising

Actions	Priority	Lead
i. Promote Job opportunities with service providers who work with new Canadians, people who have disabilities, and other groups of marginalized community members	High Medium Low	Corporate Services
ii. Develop and maintain a community partner distribution list for sharing all job postings as soon as they are published.	High Medium Low	

b) Employment Supports

Actions	Priority	Lead
i. Update recruitment materials to explicitly state how accommodations are provided and welcoming diverse applicants.	High Medium Low	Corporate Services
ii. Support and enhance systems to increase the recruitment and retention of staff and contractors with disabilities and from diverse backgrounds.	High Medium Low	Corporate Services
iii. Train hiring staff on reducing bias in evaluation of job applications.	High Medium Low	Corporate Services
iv. Build a framework to support disability work experience and increased diversity in recruitment including through collaborating with external partners.	High Medium Low	Corporate Services
v. Review the current Cumberland staff recruitment and onboarding process to identify and remove barriers.	High Medium Low	Corporate Services

c) Workplace enhancement

Actions	Priority	Lead
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i.	Ensure staff accommodation requests are responded to promptly, and access to assistive and adaptive technologies are available.	High Medium Low	Corporate Services
ii.	Establish a system and/or internal champion network to stay up to date and ensure compliance with Provincial accessibility employment standards.	High Medium Low	Corporate Services
iii.	Provide human resource staff resources to help accommodate and address diverse needs of employees.	High Medium Low	Corporate Services

9.2.2. ROLE OF THE ACCESSIBILITY AND INCLUSION COMMITTEE

TBD

9.2.3. RESOURCES AND TRAINING

DRAFT

9.3. GOAL 3:

Build staff and municipal capacity to identify, remove, and prevent barriers to inclusion.

9.3.1. FOCUS AREA – ATTITUDES AND UNDERSTANDING

a) Staff and Council Training

Actions	Priority	Lead
i. Include learning processes about Village expectations of respectful workplace and customer service to onboarding offerings.	High Medium Low	Corporate Services
ii. Continuing training in ableism, accessibility, cultural awareness and inclusivity for staff and Council. Training may include CNIB courses, Cultivating Safe Spaces, Rick Hansen Foundation Inclusion and Accessibility Training (Corporate Group Training available), Accessibility Hub BC, and others.	High Medium Low	Corporate Services
iii. Explore opportunities to increase collaboration with external partners who provide services for people with disabilities across Cumberland and the Island to provide training, involve in volunteer and recreation programs, and other opportunities that may arise.	High Medium Low	Corporate Services

b) Customer Services

Actions	Priority	Lead
i. Train customer service staff on diversity and inclusion and how to assist customers with diverse needs in person and over the phone.	High Medium Low	Corporate Services

c) Resources for working with Businesses

Actions	Priority	Lead
i. Update the Accessibility Brochure for Businesses to be in accessible formats, and promote its use.	High Medium Low	Economic Development

ii.	Provide additional details and measurements in the Accessibility Brochure for Businesses to address all of the barrier types.	High Medium Low	Economic Development
iii.	Explore adding a free or reduced fee for business licensing for youth- or Indigenous-operated businesses.	High Medium Low	Economic Development

9.3.2. ROLE OF THE ACCESSIBILITY AND INCLUSION COMMITTEE

9.3.3. RESOURCES AND TRAINING

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9.4. GOAL 4:

Increase and enhance accessibility and inclusion practices for service and program delivery.

9.4.1. FOCUS AREA – PROGRAMS AND SERVICES AND PRACTICES

a) Recreation Programs

Actions	Priority	Lead
i. Review recreation program offerings for gaps in demographics, accessibility, and registration and ensure future programming addresses the gaps.	High Medium Low	Community Services
ii. Identify adaptive programming in recreation guide.	High Medium Low	Community Services
iii. Explore grant and funding opportunities to provide subsidized recreation programming and services for residents with disabilities, including potential integration with FAIR and LEAP programs.	High Medium Low	Community Services
iv. Seek recreation contractors with specialized training and train recreation staff in working with diverse individuals.	High Medium Low	Community Services

b) Parks, Trails, and Recreation Facilities

Actions	Priority	Lead
i. Provide information on accessibility and inclusive features of parks, trails and recreation facilities so that people can plan their activities accordingly.	High Medium Low	Community Services

9.4.2.ROLE OF THE ACCESSIBILITY AND INCLUSION COMMITTEE

9.4.3.RESOURCES AND TRAINING

9.5. GOAL 5:

Improve the accessibility of our buildings, public spaces, and infrastructure within our community.

9.5.1. FOCUS AREA – BUILT ENVIRONMENT

a) Village Buildings and Facilities

Actions	Priority	Lead
i. For renovations of existing facilities, identify achievable best practices and universal design standards through building permits processes, accessibility consultants, and engagement with the Regional Accessibility Committee.	High Medium Low	Community Services
ii. Identify priority upgrades to existing facilities in completed accessibility plans and audits.	High Medium Low	Community Services
i. For renovation of Village facilities and other facility projects: <ul style="list-style-type: none"> - Assess the public spaces for cognitive and sensory barriers. - Assess facilities for communication barriers such as signage, wayfinding, and audio features to support access for a variety of ages, cultural backgrounds, and identities. - 3. Support cultural, gender, and family diversity by completing an assessment of washrooms to fit diverse needs. 	High Medium Low	Community Services
ii. Add welcoming signage for the diversity of the community including welcome in Ayajusem	High Medium Low	Community Services

9.5.2. FOCUS AREA – TRANSPORTATION NETWORKS

a) Sidewalks

Actions	Priority	Lead
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i.	Develop best practices guidelines for construction sites for safe and accessible alternative paths of travel.	High Medium Low	Building and Bylaw Services
ii.	Use universal design principles for design of existing and future transportation facilities and supporting infrastructure for accessibility enhancements, including curb ramps, accessible crosswalks, street furniture, tactile paving, shade and overhead protection.	High Medium Low	Engineering and Public Works
iii.	Review and promote clear and consistent sidewalk pedestrian corridors in the Village core business area for sidewalk café regulation, sandwich board regulation, and other sidewalk furnishings	High Medium Low	Building and Bylaw Services
iv.	Promote clear and consistent sidewalk corridors in the Village core business area and in the Accessibility for Businesses brochure.	High Medium Low	Building and Bylaw Services
v.	Continue to communicate with businesses and residents to keep fronting sidewalks clear of landscaping, snow and ice and debris to keep high traffic pedestrian routes barrier-free year-round.		Building and Bylaw Services

b) Snow and Ice Control

Actions	Priority	Lead
i. Explore establishing a Snow Angels volunteer program for residential areas.	High Medium Low	Engineering and Public Works

c) Solid Waste Collection

Actions	Priority	Lead
i. Explore a program to assist getting solid waste container to the curb on collection day	High Medium Low	Engineering and Public Works

9.5.3. ROLE OF THE ACCESSIBILITY AND INCLUSION COMMITTEE

Resources and Training

9.6. GOAL 6:

Improve awareness and supports for people with disabilities and equity deserving groups to prepare for emergencies.

9.6.1. FOCUS AREA – PROTECTIVE SERVICES

d) Training

Actions	Priority	Lead
i. Train fire rescue responders on strategies for supporting the diversity of residents and residents with disabilities, including an understanding of the different technologies used to support them	High Medium Low	Fire Rescue Services
ii. As a member of Comox Valley Emergency Management, seek training opportunities with Emergency Management BC for emergency support services for diverse community and accessibility needs.	High Medium Low	Community Services

e) Fire Rescue

Actions	Priority	Lead
i. Acquire specialized equipment to better support a diverse population of residents, including those with disabilities and specific needs.	High Medium Low	Fire Rescue Services
ii. Maintain a registry of residents with disabilities to support pre-planning and improve emergency response.	High Medium Low	Fire Rescue Services

f) Emergency Services

Actions	Priority	Lead
i. Liaise with regional service providers to ensure diverse members of the community are considered during an evacuation.	High Medium Low	Fire Rescue Services Community Services
ii. Liaise with regional service providers to host emergency preparedness workshops for people facing barriers.	High Medium Low	Fire Rescue Services

9.6.2.ROLE OF THE ACCESSIBILITY AND INCLUSION COMMITTEE

9.6.3.RESOURCES AND TRAINING TO ASSIST

DRAFT

10. MONITORING AND REPORTING

After the establishment of the Action Plan, feedback from the Accessibility and Inclusion Committee will be regularly considered and integrated where possible to ensure alignment with community needs and best practices. The feedback mechanisms in place will also help inform the prioritization of current and future actions.

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APPENDIX A – ENGAGEMENT REPORT

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