

AGENDA

Accessibility & Inclusion Committee

**Wednesday, October
3rd**

1:00 PM

**Paul Reynold's
Community Centre –
Glennyre Room 1**

ST. JOHN'S

AGENDA

ACCESSIBILITY AND INCLUSION ADVISORY COMMITTEE

October 3rd, 2018 – 12:00 p.m. – Gleneyre Room 1,
Paul Reynolds Community Centre

1. CALL TO ORDER

2. APPROVAL OF THE AGENDA & MINUTES

- a. Minutes of June 12th, 2018

3. BUSINESS ARISING

- a. Welcome to New Members and Review of Role of Committee Members: [Link](#)
- b. Proposal to Introduce Groups and Organizations
- c. Information Note – APS
- d. Information Note – Ropewalk Lane Accessibility Concern
- e. Verbal Update on Rawlins Cross Round-a-bout
- f. Paratransit Working Group Update
- g. Decision Note Inclusion Outreach Collaborative
- h. Information Note – Paul Reynolds Community Centre Playground
- i. Verbal Update – Bowring Park Accessibility
- j. Verbal Update on Inclusion – Bikefest
- k. 2019-2021 Budget Process Verbal Update
- l. Agenda items for October meeting

4. NEW BUSINESS

5. OTHER BUSINESS

6. ADJOURNMENT

MINUTES

ACCESSIBILITY & INCLUSION COMMITTEE

June 12, 2018 – 12:00 p.m. – Gleneyre Room 1, Paul Reynolds Community Centre

Present: Natalie Godden Manager of Family & Leisure Services, Chair
Councillor Hope Jamieson
Sherry Mercer, Community Services, City of St. John's
Kimberly Yetman Dawson, Empower
Kim Pratt-Baker, Canadian Hard of Hearing – NL
Donna Power, GoBus/Metrobus
Grant Genova, NLAA, UDN (left at 1:53 pm)
Debbie Ryan, CNIB
Nancy Reid, COD-NL
Margaret Tibbo, (Muggs), Citizen Representative
Paul Walsh, Commissioner – Metrobus (arrived at 12:27 pm)
Tulak Chawan, Association for New Canadians (arrived at 12:27 pm)
Dave Saunders, Citizen Representative
Kathy Driscoll, Legislative Assistant

Others: Leslie White (arrived at 12:57 pm and left at 1:21 pm)
Victoria Etchegary (arrived at 12:57 pm)

CALL TO ORDER AND ADOPTION OF AGENDA

The agenda was accepted as presented.

CARRIED UNANIMOUSLY

ADOPTION OF MINUTES

The minutes of January 24, 2018 were adopted as presented.

CARRIED UNANIMOUSLY

BUSINESS ARISING

Review of Role of Committee Members

Natalie Godden spoke to the above noted and asked if members preferred to meet more frequently with smaller Agendas. The Committee members agreed to more frequent meeting with smaller Agendas.

Ms. Godden advised she was Acting Chair as Taylor Stocks was away and could not attend the meeting.

Information Note – Gender Inclusive Washrooms in City Facilities

Sherry Mercer advised the Committee that on February 1st, 2016 Council approved conversion of identified existing facility washrooms to gender inclusive. Further, all new builds for future city-owned facilities will contain gender inclusive washrooms.

- Facilities include:
 - Animal Care and Adoption
 - Airport Heights Park Community Centre
 - Anna Templeton Centre
 - Ayre Athletic Building
 - Barachois Place Community Centre
 - Bowring Park Bungalow
 - Caribou Complex Press Box
 - City Hall
 - Quidi Vidi Boathouse
 - RHB Household Hazardous Waste Building
 - Rotary Park Chalet
 - Spruce Meadows Park Caretakers Shed
 - St. Pats Clubhouse
 - Shea Heights Community Centre
 - Southlands Community Centre
 - Wishingwell Change Rooms

As of January 2018, at least one washroom at each listed location has been made gender neutral.

Information Note – Accessible Pedestrian Signal Update

Sherry Mercer spoke to the above Information Note advising during March 20th, 2018, Council unanimously approved the transfer of \$50,000 from 2017 to 2018 for the installation of the below noted Audible Pedestrian Signals:

Topsail Rd at Columbus Drive (To be completed late spring, early summer)	Underground work is almost complete, new controller to be activated and APS buttons to be installed with same
Prince Phillip Dr at Westerland	Underground still damaged, to be repaired this year
Kenmount Rd at Brant Dr/ H3 Development	Intersection will be ready for APS installation. However due to the nature of the area, there are not many pedestrians, defer APS installation until need arises
Kelsey Drive at Messenger Drive	APS buttons will be installed this spring
O’Leary Ave at Avalon Mall	Traffic signals to be installed at the new parking garage and current exit by mall food court, APS buttons will be installed in conjunction with new intersection, should be completed in 2018
Kenmount Rd at Polina/ Avalon mall	APS will be installed during signal installation, should be in 2018
Kelsey Dr at Kiwanis	Developer installing fourth leg on intersection, will install APS at the same time, should be in 2018

The following are the next steps to this process:

- Inclusion Advisory Committee will seek updates from and provide input to Traffic and Engineering regarding the installation of audible pedestrian signals.
- Traffic and Engineering will continue to install APS systems at the current intersections under construction.

- CSJ Inclusion staff to work with Communications to develop a plan for sharing information regarding Accessible Pedestrian Signals with the public

Debbie Ryan questioned the Topsail Road/Commonwealth intersection and asked if this whether this area belonged to St. John's or Mt. Pearl. She was advised it was in Mt. Pearl. She expressed concern for an individual afraid to use their white cane in the area. Sherry Mercer noted she would connect Ms. Ryan with a Mt. Pearl representative to contend with the issue.

Information Note – Universal Design Working Group Update

Sherry Mercer spoke to the above listed. The group reviewed the Paul Reynolds Community Centre Post Build Accessibility Review as well as Calgary's Universal Design Handbook which contains a check list resource. They intend to return to the table with recommendations to inform future projects.

Further the Working Group will continue to meet regularly and provide updates to the Inclusion Advisory Committee. The Lead Staff, Inclusion Advisory Committee, will work with the recommended City of St. John's Departments to find appropriate staff representation.

It was reiterated that future builds would reflect what worked in current new builds and learn from what required improvement and apply it against new construction for inclusivity.

Information Note – Inclusive Organization Working Group Update

Sherry Mercer spoke to the above noted Information Note and advised the meeting held in May focused on a review of the current workplan. To date the working group has completed the following from its 2017 workplan:

- Develop Respectful Workplace staff training
- Develop Inclusion training for all staff
- Ensure Inclusion related information is visible on the internet and staff intranet
- Review current hiring database, job ad posting procedures, and the screening and interview process
- Presentation at the Managers Forum

- InclusionNL has completed an audit on various City facilities, programs and services which has been reviewed with relevant managers
- Promote International Day of Persons with Disabilities
- Continued support of the Quality of Worklife Taskforce and their endeavors

Discussion took place on the InclusionNL audit noting mystery shoppers visited various City Departments and a lot of input had been put towards training new staff as well as renovations were put in place at the City's Call Centre allowing for better public access to computers as well as reconfiguring/redesigning the front desk.

The Inclusive Organization Working Group is now in the process of revising their workplan for 2018.

**Decision Note – City of St. John's Inclusion Activities and Approach
Information Note dated January 2, 2018 – City of St. John's Inclusion
Policy**

Sherry Mercer spoke to the above noted Decision Note and the following motion was made:

Recommendation

Moved – Kimberly Yetman Dawson; Seconded – Donna Power

That the City continue to implement its current inclusion activities and initiatives and develop an Inclusion Outreach Initiative that highlights these resources and partnerships. However, given the timeframes for the development and implementation of federal and provincial legislation and the unknown impact to the City, it is recommended that the City delay the development of a comprehensive Inclusion Policy until the federal and provincial requirements can be considered/incorporated into the policy development process.

CARRIED UNANIMOUSLY

The Committee raised concerns on waiting for other levels of government to pass legislation before policy could proceed on the municipal level; however, it was recognized both Provincial and Federal governments hold power to passing legislation. Members advised that legislation was filtering through on the Federal level and it would be only a matter of time before a policy could be implemented.

Grant Genova raised the question whether this currently influenced only City built buildings and was advised this was the case. He further questioned how many new builds and/or maintenance of existing buildings would be coming forth in the next 5 years and requested a comprehensive list inclusive of total square footage.

Natalie Godden recognized Mr. Genova's request would be better served on the working group level.

Mr. Genova further noted the City should request contractors create simulated models to address universal design. It was recognized to bring this item forward to the next meeting for further discussion.

Paratransit Working Group Update

Donna Power of GoBus/Metrobus advised a consultant will be hired to review the current process to improve efficiencies of these services.

Ms. Power noted the consultant to focus on two areas of GoBus:

- What can be done with the existing contract to enhance service delivery/efficiency
- What should the service delivery model look like at the end of the contract

She further noted the consultant would be contacting committee members for recommendations on service for both GoBus and Metrobus.

Ms. Power advised there were two members on the Working Group. She further noted an updated version of the GoBus User Guide will be available within the coming weeks

Tulak Chawan expressed concern with difficulties new Canadians were experiencing using the GoBus service when making calls or using online booking. Ms. Power asked Mr. Chawan contact her to follow-up on these issues.

NEW BUSINESS

Rainbow Crosswalks

Nancy Reid spoke to the above noted. She advised the question was raised how this crosswalk would affect a person with vision loss. As vision impaired people can detect white but would not view other colours it could create confusion. It was referenced Newfoundland's climate can affect paint causing a slippery surface and safety would have to be applied first and foremost. The paint required would have to contain grit to create a non-slip surface. Further to ensure full safety measures, it was recognized to maintain white crosswalks with rainbow colours reflected between each white block to make it a crosswalk inclusive to everyone.

Debbie Ryan raised concerns with having to paint the rainbow colours in between the white blocks as some sight impaired individuals could not detect or define these colours. She further noted drivers were only concentrating on white blocks for crosswalk recognition. She suggested painting the rainbow may compromise safety.

Nancy Reid stated she understand Ms. Ryan's valid concerns but recognized it was very important initiative to be all inclusive and it should move forward bearing in mind the crosswalk is set up with safety and inclusivity for everyone.

The Committee further noted that the province of New Brunswick was not pursuing the Rainbow crosswalk however, Ms. Reid advised it was a two-tiered process and New Brunswick was currently being questioned and reviewed.

The Committee recognized the Province would dictate what the City does to create the rainbow crosswalk; however, there was still not enough information from the Province to provide a full disclosure of the intended process to create the crosswalk.

DELEGATIONS

Engagement Session for programming at the new H.G.R. Mews Centre

Leslie White provided a PowerPoint to the above noted. She advised she had been a Project lead for the Paul Reynold's Centre and was currently assisting with the new Mews Centre. She further advised Natalie Godden was also coordinating this project.

She noted the existing building was 37,000 square feet and the new build would be the same size. The City currently owns land across the street with a parking lot. Ms. White noted an RFP went out to conduct a geotechnical survey to view the site and determine if the land can accommodate the structure. She advised if this area was not suitable they would determine what their next plan of action would be.

Ms. White noted she was trying to secure what people wanted to have in the Rec Centre, incorporate universal design and capture all the items on everyone's wish list. She asked if anyone had any comments, feedback or suggestions to offer.

Margaret Tibbo advised she attended an Engage session for the proposed project. She, as well as other Seniors, stated they wanted a pool, programs and accessibility. She noted there was some concern as to the loss of mature trees if the building was constructed on this site. Ms. White advised the City was trying to work around the trees to ensure the best means to maintain what they could.

Ms. White noted Capitol Works are putting an RFP out for the design of the building and working with architects such as Grant Genova. The City will take all the information for this building and provide input to create and compile a document that Victoria Etchegary can send out to residents noted what was heard. She noted presently a request was made for racquet ball courts with a larger gym and emphasize on creating better change rooms from the existing Mews Centre.

Victoria Etchegary reiterated it has to be determined if the building can be built across the street from the existing building. She will do an Engage session to determine what people want.

The question was raised would the current Mews Centre be demolished. The answer was noted that existing programs would be maintained at the old centre until the new centre was operational avoiding a break in these programs. Ms. Etchegary noted she had done a session with area residents and businesses and left an Engage page open for several weeks allowing for comment and feedback. She will synthesize the information and provide the public with how they want their wishes reflected.

Grant Genova raised concern with adaptive re-use and questioned why the current building wasn't being considered. Mr. Genova was advised there would be extreme costs affiliated to use the existing building and therefore it was disregarded. Ms. Etchegary noted if the building could be reused, it will be considered and determined later. Ms. White confirmed no decisions had been made yet.

Nancy Reid spoke of her own experience using the Paul Reynold's water slide. She advised her family, inclusive of her husband, daughter and her daughter's respite worker were using the pool. Her daughter requested to use the water slide. Ms. Reid's husband offered to carry Nancy up the slide ladder to gauge it was worthwhile for their daughter to use it. After Ms. Reid was placed at the top of the slide she asked the attendant to allow her to wait until her husband could return to the pool to catch her at the bottom of the chute. Ms. Reid wished to express her difficulties in using the slide and asked when developing the new Mews Centre, should there be a water slide, that an elevator be an option to make the use inclusive to all. She further noted if this was not the case, then a water slide should not be incorporated in these plans.

Natalie Godden noted at a Newcomer session she had attended (women only) requested one pool contain warm water for Seniors and persons with mobility impairments. Ms. White noted maybe one tank could be set for warm; however, it did present challenges.

Sherry Mercer advised there had been a community kitchen request to be considered in the design.

Donna Power referenced the centre was close to several amenities such as the pond, soccer fields, dog parks etc.

Victoria Etchegary advised the online Engage page was still open. She noted it had been operational for 4 or 5 weeks with approximately 500 people viewing the page and approximately 90 people providing feedback.

Ms. White advised the graphics were posted and there was still time to email engagestjohns.ca or inclusion.ca to provide feedback. Ms. White left the meeting at 1:21 pm.

Engagement Session for the upcoming Budget, and Strategic Directions

Victoria Etchegary presented a Powerpoint on the above noted. She noted she had met with most advisory committee members from various committees as well as the Inclusion Advisory Committee. She referenced the Engage portal, engagestjohns.ca could be used to further provide feedback.

Grant Genova spoke to the way buildings are procedurally designed and should be held accountable to inclusion. He advised a lot of buildings still do not meet inclusive requirements.

Kim Pratt-Baker spoke to concerns in relation to the aging population. Members noted sometimes graduates move away but after living away recognize what the City has to offer and return. Dave Saunders noted every government policy seems to be telling graduates to leave with no incentive to stay.

The question was raised as to why the strategic plan is a 3-year cycle and not a 5-year cycle. The Committee were advised the City's budget has been based on a three-year process. Victoria advised that no decision has been made regarding the length of the new Strategic plan.

Tuluk Chawan referenced New Canadians who faced challenges in affording such things as gym memberships and suggested the City could offer affordable rates to this group at its own recreation centres and further reiterated his concerns with calling and booking online GoBus services. He requested some sort of Engagement session for new comers, so they could have a connection with the City. Victoria Etchegary asked Mr. Chawan to forward this request to her for follow-up. Sherry Mercer noted that in addition to the REAL Program, the City of St. John's does have a number of subsidy programs such as the Adult Recreation

subsidy which helps to make recreation more affordable.

Ms. Etchegary then concluded her presentation at 1:57 pm.

OTHER BUSINESS

NEXT MEETING

ADJOURNMENT

There being no further business, the meeting adjourned at 2:03 p.m.

Natalie Godden, Manager of Family & Leisure Services
Chairperson

INFORMATION NOTE

Title: Status of Accessible Pedestrian Signals (APS)

Date Prepared: Sept 12, 2018

Report To: Inclusion Advisory Committee
Committee of the Whole

Councilor and Role: Councillor Hope Jamieson Council Representative
for Inclusion Advisory Committee, Inclusion
Advisory Committee

Ward: Not Ward Specific

Issue: To provide an update regarding the transfer of 2017's \$50,000 budget to 2018 to assist with the installation of Audible Pedestrian Signals.

Discussion – Background and Current Status:

- During the March 20th, 2018, Council unanimously approved the transfer of \$50,000 from 2017 to 2018 for the installation of the below noted Audible Pedestrian Signals

#	Location	Status
1	Topsail Rd at Columbus Drive	Underground work is pending. New signal controller to be activated and APS buttons to be installed with same
2	Prince Phillip Dr at Westerland	Underground work is pending.

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#	Location	Status
3	Kenmount Rd at Brant Dr/ H3 Development	Intersection being constructed as APS ready. However due to the nature of the area, there are few if any pedestrians. This installation to be deferred until need arises
4	Kelsey Drive at Messenger Drive	APS buttons will be installed upon arrival of required equipment
5	O'Leary Ave at Avalon Mall	Traffic signals to be installed at the new parking garage and current exit by mall food court, APS buttons will be installed in conjunction with new intersection, should be completed in 2018
6	Kenmount Rd at Polina/ Avalon mall	APS will be installed during signal installation, should be in 2018
7	Kelsey Dr at Kiwanis	Developer installing fourth leg on intersection, will install APS at the same time, should be in 2018
8	Mundy Pond at Ropewalk Lane	This location added September 2018. No current schedule.

Key Considerations/Implications:

1. Budget/Financial Implications:

- a. \$50,000 per year to install an estimated 2 APS systems

2. Partners or Other Stakeholders

- a. Mayors Advisory Committee on Status of Persons with Disabilities
- b. Canadian National Institute for the Blind (CNIB)
- c. Key to Access

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3. Alignment with Strategic Directions/Adopted Plans

In addition to aligning with the city's vision and values, installation of the APS directly aligns with the following strategic directions:

- a. Neighborhoods Build our City
 - i. Promote a safe and secure city
 - ii. Improve neighborhood services
- b. A Culture of Cooperation
 - i. Create effective City-Community collaboration
- c. A City for All Seasons
 - i. Support year round active transportation
 - ii. Promote active and healthy living
- d. Responsive and Progressive
 - i. Become a welcoming and inclusive city
 - ii. Identify and deliver on projects, strategies and programs

4. Legal or Policy Implications N/A

5. Engagement and Communications Considerations

- a. A communications plan should be established to communicate information to the public as each intersection is completed.

6. Human Resource Implications

- a. Project to be assigned to:
 - i. Engineering
 - ii. Transportation Engineering

7. Procurement Implications N/A



8. Information Technology Implications N/A

9. Other Implications N/A

Conclusion/Next Steps:

- Inclusion Advisory Committee will seek updates from and provide input to Transportation Engineering regarding the installation of audible pedestrian signals.
- Transportation Engineering will continue to install APS systems at the current intersections under construction.
- The Inclusion Team, Transportation Engineering, Councillor Hope Jamieson, Councillor Debbie Hanlon and Debbie Ryan with CNIB will be attending a conference call with Sophie Aladas to explore the Key to Access technology.
- Inclusion Advisory Committee Members will reach out to the populations they serve to prioritize APS installation locations for the intersections above (and future additions) based on needs of residents living in given neighbourhoods.

Prepared by:

Bill MacDonald, Supervisor Traffic Signals
Sherry Mercer, Inclusive Services Coordinator

Approved by:

Garrett Donaher, Manager, Transportation Engineering
Natalie Godden, Manager, Family and Leisure Services

Attachments: N/A

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INFORMATION NOTE

Title: Accessible Crossings on Ropewalk Lane

Date Prepared: Sept 19, 2018

Report To: Inclusion Advisory Committee
Committee of the Whole

Councilor and Role: Councillor Hope Jamieson Council Representative
for Inclusion Advisory Committee, Inclusion
Advisory Committee

Ward: Ward 3

Issue: To provide an update regarding accessible crossing on Ropewalk Lane by the entrance to Dollarama and the intersection of Ropewalk Lane and Mundy Pond.

Discussion – Background and Current Status:

The City of St. John's and CNIB have been contacted about the safety of individuals crossing at various points along Ropewalk Lane, with one gentleman recently being struck by a vehicle crossing in front of the entrance to Dollarama. Concerns with this crossing specifically relate to the stop line for vehicles extending into the line of the adjacent sidewalks. For individuals facing a barrier to vision, this line can be mistaken for cross walk markings (picture attached).

The City of St. John's Inclusion Team and CNIB met with the Manager of Transportation Engineering, as well as Councillor Debbie Hanlon to discuss some of these concerns.

The Highway Traffic Act states that:

- (m) *"crosswalk" means*
- (i) *a part of a roadway at an intersection or elsewhere distinctly indicated for pedestrian crossing by signs or by lines or other markings on the surface, or*

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- (ii) *the part of a roadway at an intersection that is included within the connection of the lateral lines of the sidewalks on the opposite sides of a highway, measured from the curbs or, in the absence of curbs, from the edges of the roadway;*

- (mmm) *"sidewalk" means that portion of a highway lying between the curb lines or the lateral lines of a roadway and the adjacent property lines set apart for the use of pedestrians and, includes a part of a highway set apart or marked as being for the exclusive use of pedestrians and is considered to include an area of a highway lying between the curb lines or the lateral lines of a roadway and that portion of a highway set apart for the use of pedestrians;*

Based on these definitions, any point where a sidewalk is present on either side of an intersection there is a legal crosswalk regardless of whether one is painted or not. The area of a private driveway that intersects a sidewalk would either be a crosswalk, if the driveway is considered a highway, or part of the sidewalk, if not. CNIB noted a different opinion was provided by the RNC and Debbie Ryan will meet with their members to provide education.

Garrett Donaher, Manager of Transportation Engineering will confirm if this area is the responsibility of the developer or the City of St. John's and ensure the stop line moved back.

With regards to the intersection of Ropewalk Lane and Mundy Pond, it was agreed that this intersection would be added to the list of APS installations for 2019 (see Agenda item Information Note – APS). A number of people with disabilities live in this area and walk/roll to school, the community center and other local amenities.

Key Considerations/Implications:

1. Budget/Financial Implications:
 - a. Potential cost associated with painting a cross walk
 - b. Installation costs associated with APS at the intersection of Ropewalk Lane and Mundy Pond

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2. Partners or Other Stakeholders
 - a. Canadian National Institute for the Blind (CNIB)

3. Alignment with Strategic Directions/Adopted Plans

In addition to aligning with the city's vision and values, installation of the APS directly aligns with the following strategic directions:

- a. Neighborhoods Build our City
 - i. Promote a safe and secure city
 - ii. Improve neighborhood services
 - b. A Culture of Cooperation
 - i. Create effective City-Community collaboration
 - c. A City for All Seasons
 - i. Support year round active transportation
 - ii. Promote active and healthy living
 - d. Responsive and Progressive
 - i. Become a welcoming and inclusive city
 - ii. Identify and deliver on projects, strategies and programs
-
4. Legal or Policy Implications
 - a. N/A
-
5. Engagement and Communications Considerations
 - a. N/A
-
6. Human Resource Implications
 - a. Project to be assigned to:
 - i. Engineering



ii. Transportation Engineering

7. Procurement Implications N/A

8. Information Technology Implications N/A

9. Other Implications N/A

Conclusion/Next Steps:

- Transportation Engineering will determine whether the developer or the City is responsible for the pavement markings by the entrance to Dollarama on Ropewalk Lane and ensure the stop line moved back
- Installation of APS at the intersection of Ropewalk Lane and Mundy Pond has been added to the list as of September 2018

Prepared by:

Garrett Donaher, Manager of Transportation Engineering
Sherry Mercer, Inclusive Services Coordinator

Approved by:

Natalie Godden, Manager, Family and Leisure Services

Attachments: none

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DECISION/DIRECTION NOTE

Title: City of St. John's Inclusion Outreach Collaborative

Date Prepared: August 31, 2018

Report To: Inclusion Advisory Committee

Councillor and Role: Hope Jamieson, Council Champion

Ward: N/A

Decision/Direction Required: To outline the workplan of the City of St. John's Inclusion Outreach Collaborative and expectations for implementation

Discussion – Background and Current Status:

As discussed in a decision note presented to the Inclusion Advisory Committee on June 12th, 2018, a draft Policy Note was submitted to the Corporate Policy Committee for the development of an Inclusion Policy. With federal legislation expected to be introduced into the House of Commons in 2018/ 2019 the City of St. John's has committed to the development of an Inclusion Outreach Collaborative and to review the request for an Inclusion Policy once a federal and/or provincial legislation is implemented.

The City will also work with the Inclusion Advisory Committee and partners in the community to develop an Inclusion Outreach Collaborative that supports Inclusion and Accessibility. The proposed Collaborative will:

- outline the resources and collaboratives that the City already has in place to support Inclusion and Diversity
 - Inclusive Services (and related programs)
 - Inclusion Advisory Committee
 - Community and organization members take part in a collective impact approach to share individual points of view and consider the inclusion community as a whole. Members provide feedback to the City of St. John's and communicate back to their membership.
 - Inclusion Corporate Wide Orientation and Training
 - Department Specific Inclusion Training (as requested by Department Managers)
 - Accessible equipment such as Pocket Talkers, FM Transmitters, wheelchairs, water wheel chairs, adult change tables, pool lifts, automatic door openers, etc.
 - Alternate Format (this needs to be pushed out as a requirement for all departments, so they are prepared to offer larger print and braille when requested, follow Clear Print Guidelines on all City forms, website, email...)
 - Ensure all City meetings follow the accessible meeting checklist
 - Ensure all City events follow the accessible event checklist

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- Through input from the Universal Design Working Group, develop a process to ensure all City development (buildings, parks, roads) use a Universal Design lens
- Ensure all City facilities have at least one gender neutral washroom
- Ensure all City programs and services are inclusive through external and internal reviews (such as the current partnership with Inclusion NL) and continued engagement with the Inclusion Advisory Committee including when public engagement sessions are taking place
- Ensure a list of all financial aid opportunities are listed in one place on the City's website for ease of the resident
- indicate how the City's new Envision Strategic Plan and Healthy Communities Collaboratives interface with and support inclusive environments within the City
- outline the collaborations and partnerships that exist between the City and other sectors to further inclusive environments within the City

City of St. John's Inclusion staff will draft the collaborative, engaging with working groups and partners in the community as required, and submit it to the Inclusion Advisory Committee for feedback and approval.

Key Considerations/Implications:

1. Budget/Financial Implications:

N/A – Activities will be completed within existing budgets.

2. Partners or Other Stakeholders

Inclusion and Accessibility Stakeholders

3. Alignment with Strategic Directions/Adopted Plans

Aligns with the “Responsive and Progressive” Strategic Direction and the goal to “become a welcoming and inclusive city”,

4. Legal or Policy Implications

None at this time.

5. Engagement and Communications Considerations

- Update the Inclusion section of City's web page to outline details of the Inclusion Outreach Collaborative on an ongoing basis and ensure that it is placed within “one click” of the City's home page.

6. Human Resource Implications

The Human Resources Division will work as part of the Inclusive Organization Working Group to ensure that internal inclusion activities align with those of the Inclusion Outreach Collaborative.

7. Procurement Implications

N/A

8. Information Technology Implications

N/A

9. Other Implications

N/A



Recommendation:

It is recommended that the City continue to implement its current inclusion activities and collaboratives and develop an Inclusion Outreach Collaborative that highlights these resources and partnerships and ensures all City departments adhere to specific inclusion requirements. It is recommended that the City delay the development of a comprehensive Inclusion Policy until the federal and provincial requirements have been updated and can be considered/incorporated into the policy development process.

Prepared by/Signature: Sherry Mercer, Inclusive Services Coordinator

Approved by/Date/Signature:

Natalie Godden – Manager, Family & Leisure Services

Attachments:

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INFORMATION NOTE

Title: Paul Reynolds Community Centre Playground

Date Prepared: August 29, 2018

Report To: Inclusion Advisory Committee
Committee of the Whole

Councilor and Role: Councillor Hope Jamieson Council Representative
for Inclusion Advisory Committee, Inclusion
Advisory Committee

Ward: Not Ward Specific

Issue: To provide an update on the installation of the Paul Reynolds
Community Centre Playground

Discussion – Background and Current Status:

- The Paul Reynolds Community Centre opened in June of 2017. At that time work was continuing on the building and the playground was unable to be installed prior to the end of construction season. Attached is a rendering of the purchased play structure and below are incorporated recommendations to increase accessibility. This space also includes a soft pour surface and work has been completed.
 - One sling swing switched out with a swing seat
 - One baby swing switched out with a generation swing

Key Considerations/Implications:

1. Budget/Financial Implications
 - a. Increased cost of approximately \$3,420 to diversify swings.
2. Partners or Other Stakeholders N/A
3. Alignment with Strategic Directions/Adopted Plans
 - a. Neighborhoods Build our City
 - i. Promote a safe and secure city
 - ii. Improve neighborhood services

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- iii. Develop parks and places for people
- b. A Culture of Cooperation
 - i. Create effective City-Community collaboration
- c. A City for All Seasons
 - i. Explore options for year-round active, leisure and recreation facilities and programs
 - ii. Promote active and healthy living
- d. Responsive and Progressive
 - i. Become a welcoming and inclusive city

4. Legal or Policy Implications N/A

5. Engagement and Communications Considerations N/A

6. Human Resource Implications N/A

7. Procurement Implications N/A

8. Information Technology Implications N/A

9. Other Implications N/A

Conclusion/Next Steps:

Increase accessible features such as lowered play panels and seek funding opportunities for sensory and musical playground features.

Prepared by/Signature:

Mike Adams, Operations Supervisor, Parks and Open Spaces
Sherry Mercer, Inclusive Services Coordinator

Approved by/Date/Signature:

Natalie Godden, Manager Family & Leisure Services

Attachments: N/A

