



INFORMATION REPORT

TO:	Chair and Members Audit, Finance and Administration Committee
COMMITTEE DATE:	February 22, 2016
SUBJECT/REPORT NO:	2015 Multi-Year Accessibility Plan Status Update (FCS16017) (City Wide)
WARD(S) AFFECTED:	City Wide
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SIGNATURE:	

Council Direction:

Not applicable.

Information:

In accordance with our obligations under the Accessibility for Ontarians with Disabilities Act (AODA) 2005, Integrated Accessibility Standards Regulations (IASR) which requires designated public sector organizations to create and maintain a Multi-Year Accessibility Plan (MYAP), the City of Hamilton has prepared its Multi-Year Accessibility Plan that outlines the City's strategies to prevent, identify and remove barriers to accessibility for persons with disabilities, including strategies to address the current and future requirements of the AODA.

The Audit, Finance and Administration Committee approved the 2013 – 2017 Multi-Year Accessibility Plan for the City of Hamilton on December 10, 2012 and the plan was subsequently approved by Council on December 12, 2012.

The Executive Summary and 2015 Multi-Year Accessibility Plan (MYAP) Status Update reports are attached as Appendix "B" for the Audit, Finance and Administration Committee's information.

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and its regulations requires municipalities to prepare a Multi-Year Accessibility Plan, make it public and to consult with the Accessibility Advisory Committee (AAC) regarding preparation of the plan. The regulation requires annual status reports on accomplishments achieved and progress made in terms of meeting the objectives of the plan and the requirements of the regulation.

The requirement for the Multi-Year Accessibility Plan can be found in the Integrated Accessibility Standard (O. Reg. 191/11) which includes a requirement to:

- “(a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization’s strategy to prevent and remove barriers and meet its requirements under this Regulation;
- (b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and
- (c) review and update the accessibility plan at least once every five years.”

In addition, the regulation requires that the annual status update report on accomplishments achieved and progress made in terms of meeting the objectives of the plan and the requirements of the AODA regulation. The City of Hamilton’s 2013 - 2017 Multi-Year Accessibility Plan addresses the requirements of the regulation and follows the requirements and timelines set out in the regulation for implementation.

The 2013-2017 Multi-Year Accessibility Plan is organized in areas that reflect the strategic goals that address the outcomes which should be achieved through the implementation of the regulations.

The six (6) strategic goals for achieving accessibility are as follows:

Strategic Goal One: Persons with disabilities receive equitable, inclusive and accessible customer service that meets their needs when accessing and utilizing City’s services, programs, resources and opportunities.

Strategic Goal Two: Persons with disabilities who are potential employees will be accommodated and supported throughout the recruitment, assessment, selection and hiring process and when they are seeking advancement opportunities as employees.

Strategic Goal Three: Information and communication and supports including the City’s website and self-service kiosks are fully accessible and available in accessible formats.

Strategic Goal Four: Persons with disabilities access barrier free services and programs when using Hamilton Street Railway (HSR) and Accessible Transit System (ATS).

Strategic Goal Five: City facilities are fully accessible and/or will provide accessibility measures to meet the needs of persons with disabilities when accessing programs, services, resources and opportunities.

Strategic Goal Six: Through training and experiential learning, staff is knowledgeable and able to recognize and identify barriers to accessibility when designing, planning, delivering and implementing services, programs and opportunities to the public as well as when procuring or acquiring goods, services or facilities.

The Multi-Year Accessibility Plan (MYAP) Status Update provides status of actions and accomplishments on each clause of the regulations based on the input and feedback provided by all City departments. This year, the Hamilton Public Library has been advised by the Accessibility Directorate to begin reporting jointly with the City of Hamilton and as such their submissions are reported in the respective sections of the MYAP (Appendix B).

The status update highlights the progress in advancing the MYAP strategic goals and in meeting the requirements of the Integrated Accessibility Standard Regulations. The City is continuing to work on our MYAP strategic goals in order to meet future AODA compliance dates.

The MYAP Status Update provides a summary of actions taken by all departments in meeting the AODA standards and in continuing to seek out, identify and remove barriers as well as continue to make improvements to the implementation as time goes on.

This is the City of Hamilton's third MYAP Status Update, which will be followed by annual updates, until a new plan is developed in 2017.

The Executive Summary and detailed MYAP Status Update report are attached as Appendix "B" and the MYAP Summarized Table as Appendix "A" to Report FCS16017.

APPENDICES AND SCHEDULES ATTACHED

Appendix A – Summarized Table for the Multi-Year Accessibility Plan Strategic Direction 2013-2017

Appendix B – Executive Summary and Detailed Multi-Year Accessibility Status Update