



Hamilton

CITIZEN COMMITTEE REPORT

To:	Emergency and Community Services Committee
From:	LGBTQ Advisory Committee _____ Jake Maurice, Committee Member
Date:	April 13,2022
Re:	Accessible Captioning

Recommendations

That accessible captioning is available on all advisory committee meetings through WebEx by May 30th 2022

Background

Members of the LGBTQAC have asked for accommodations, specifically that there be captioning in meetings, so that they can participate without barriers. There has been a previous Citizen Committee Report filed through the Audit and Finance Committee on (date). As indicated on the previous report, City staff reported back that the option for accessible captioning through Webex was explored and available but not enabled or purchased at this time. We believe that it is crucial to recommend May 30th,2022 for implementation of this recommendation. Having access to accessible captions as soon as possible would be a way to reach new people during these meetings and gain valuable insight from members of the public that were previously unable to engage in municipal government. This is something that the City has been made aware of for over a year. This is imperative for members on citizen committees as well as members of the public to have equal access to meetings.

Analysis / Rationale

The LGBTQAC considers this accommodation a matter of human rights and disability justice. We are confident that this barrier can be overcome by the City of Hamilton. This Citizen Committee Report serves as a reminder that we are dedicated to ensuring that reasonable accommodation can be provided to members of citizen committees as well as members of the public. We strongly believe that accessible captioning would be a reasonable accommodation. While the LGBTQAC recognizes that its members are not employees, it is participating in a virtual workplace with support from city staff and should have access to the same level of accommodation as others in the workplace. This recommendation would also allow us to meet our obligation to have public meetings whilst ensuring access to the broader community. Furthermore, the LGBTQAC would like to recommend that captioning be applied to all city meetings. It is important that Hamiltonians can participate in municipal government.