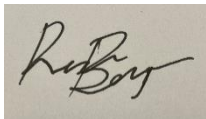




## CITIZEN COMMITTEE REPORT

<b>To:</b>	Emergency and Community Services Committee
<b>From:</b>	LGBTQ Advisory Committee  <div style="text-align: right;"> _____ Rebecca Banky, Chair</div>
<b>Date:</b>	April 19,2022
<b>Re:</b>	Accessible Captioning Timeline

### Recommendations

That accessible captioning is available on all advisory committee meetings through WebEx by May 30<sup>th</sup> 2022.

### Background

Members of the LGBTQ Advisory Committee have asked for accommodations, specifically that there be captions in meetings, so that they can participate without barriers. There has been a previous Citizen Committee Report filed through the Audit and Finance Administration Committee on December 15,2020 and presented to the Audit and Finance Administration Committee on February 18, 2021 .

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 LGBTQ Advisory Committee 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 LGBTQ Advisory Committee 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.

**Note:** We ask that the LGBTQ Advisory Committee be updated regarding the progress of this recommendation.