



Hamilton

Advisory Committee for Persons with Disabilities Report 13-007

4:00 p.m.

Tuesday, December 10, 2013

Room 192/193 City Hall

71 Main Street West

Present: T. Nolan (Vice-Chair)
T. Manzuk, P. Cameron, T. Wallis, T. Murphy, B. Lane,
K. Nolan, R. Semkow, P. Killburn

**Absent with
Regrets:** A. Mallett (Chair) - Vacation
Councillor B. Morelli – Illness
M. Smithson, R. Thompson – Regrets
D. Maraj, R. Hiriji-Khalfan

1. Care Giver/Support Worker Parking Consideration (Added Item 7.2)

Whereas persons providing personal support care or nursing are frequently ticketed in the downtown area despite having signage in their vehicles indicating the nature of their work; and

Whereas these workers are essential care providers in the community and are often under significant financial constraints.

Therefore Be it Resolved,

That the appropriate Planning staff be directed to attend an upcoming Advisory Committee for Persons with Disabilities meeting to discuss the issue of parking enforcement on personal support workers, care givers and nurses in the downtown area.

FOR THE INFORMATION OF COMMITTEE:

(a) CHANGES TO THE AGENDA (Item 1)

The Committee Clerk advised of the following change to the agenda:

General Issues Committee – January 15, 2014

- (i) The date on the agenda face page was listed in error, it should read "December" 10, 2013

The agenda was approved as amended.

(b) DECLARATIONS OF INTEREST (Item 2)

None

(c) MINUTES (Item 3)

(i) November 12, 2013 (Item 3.1)

(Wallis/Semkow)

That the Minutes of November 12, 2013 be approved.

CARRIED

(d) DELEGATIONS (Item 5)

(i) Simon Lebrun of Community Information Hamilton (Item 5.1)

Mr. Lebrun of Community Information Hamilton, addressed the Committee respecting his organizations work to make materials accessible. He provided the Committee with a handout a copy of which has been included in the official record.

Mr. Lebrun discussed the push by his organization to include accessibility within their efforts on Community Information. He indicated that they wanted to consult with the Committee to determine that they are looking in the right areas and talking to the right people at the outset.

Committee members provided information on how to make Inform Hamilton, The Red Book, Hamilton Immigration Portal and the Young Parent Care Pathway respecting accessibility in the community.

The delegation by Simon Lebrun of Community Information Hamilton, was received.

(e) PRESENTATIONS (Item 6)

(i) Employment Systems Review Presentation – Turner Consultants (Item 6.1)

Tana Turner of Turner Consultants addressed Committee with the aid of a PowerPoint Presentation.

Ms. Turner provided an overview of the methodology and process behind the Employment Systems Review.

Committee members discussed the barriers in terms of the applying to positions in the City of Hamilton. They discussed the difficulty in being considered for positions without the relevant experience which can be harder for those with disabilities to access.

Committee members discussed the difficulties of walking into an interview and thinking that they are being judged because of their disability. They outlined concerns that the potential employer may have concerns around accommodation which could place those with disabilities at a disadvantage.

Committee members discussed the problem of constructing a new building and not making the workplace accessible to everyone. In this way they indicated that by not planning to accommodate accessibility at the time of construction the City may be encouraging a latent type of discrimination. They indicated that not providing an elevator to get to a workspace sends the message to both applicants and interviewers that someone in a wheelchair is not an ideal candidate.

Committee members discussed accommodations to those that are injured or become disabled after they are already employees. They expressed concerns around ensuring that the return to work procedures are followed and that the correct accommodations are made.

The presentation respect Employment Systems Review, was received.

(e) NEW BUSINESS (Item 7)

(i) Sub-committee Activity in 2014 (Added Item 7.1)

Jane Lee indicated that she will be retiring in early 2104 and does not expect that there will be an immediate replacement to her position. Due to the increased work load on staff in Access and Equity the Integrated Standard Sub-committee will no longer be meeting and the frequency of other Sub-committee meetings may be reduced.

(ii) Care Giver/Support Worker Parking Consideration (Added Item 7.2)

Kim Nolan asked for an update on the requests sent to Parking Enforcement to send a representative to discuss the issue of tickerting in the downtown area of vehicles with signs that indicate that a Care Giver, Nurse or Support Worker is on duty. The Committee Clerk indicated that a request had been sent to the appropriate Planning staff and no response had been received.

For disposition on this matter refer to Item 1.

(f) ADJOURNMENT (Item 8)

The Advisory Committee for Persons with Disabilities adjourned at 6:02 p.m.

Respectfully submitted,

Tim Nolan, Vice-Chair
Advisory Committee for Persons with Disabilities

Andy Grozelle
Legislative Co-ordinator