

Accessibility Work Plan

Mandate

Contribute to creating a receptive, accessible community that ensures full participation of individuals with disabilities.

Objectives	Actions	Tasks	Barrier Type/Category *	Time Frame	ODA Legislative Requirements **
1. To develop ability of all Regional staff to effectively and proactively identify and address accessibility barriers.	1.1 Build an effective training and development program for staff.	<ul style="list-style-type: none"> Establish a training and development curriculum, including customized training modules and tools for specific operational needs. 	Attitudinal and Information	December 2007	11 (3) (b) (d)
		<ul style="list-style-type: none"> Development of a comprehensive initiative (“Diversity, Access and Equity Strategy”) by the Health department to provide training and tools for program staff regarding accessibility. 	Attitudinal and Information	Fall 2005	11 (3) (b) (d)

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**ODA Legislative Requirements column -. Where applicable, the legislative requirements relate to each of the actions.



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		<ul style="list-style-type: none"> TransHelp in-house trainer will be reviewing all policies and procedures with current driver/operators, and will also be providing training to outside service providers (e.g. taxi companies). 	Information and Policy/Practice	2005	11 (3) (b) (d)
		<ul style="list-style-type: none"> Accessibility Planning Specialist scheduled to present to staff of all 11 directly-operated child care centres on accessibility. 	Attitudinal and Information	Fall 2005	11 (3) (b) (d)

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		<ul style="list-style-type: none"> ▪ Implement sensitivity training for Regional Council and the Executive Management Team. <p>** This will be included within the orientation session conducted for new Council members following each municipal election.</p>	Attitudinal and Policy/Practice	October 2005 (Completed) March 2007	11 (3) (b) (d)
	1.2 Ensure ongoing internal communication on accessibility.	<ul style="list-style-type: none"> ▪ Develop and implement a corporate-wide communication and education strategy and implement 	Attitudinal	On-going	11 (3) (b) (d)

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		strategy using Pathways to submit Accessibility Stories, Poll Questions, and Surveys.			
1.3	Develop specific accessibility standards and guidelines for publications.	<ul style="list-style-type: none"> ▪ Review existing publications and standards and provide recommendations. ▪ Review the W3C (Web site Accessibility Standards) and apply to Health department Web site. ▪ Review accessibility 	Information	On-going	11 (3) (b) (d)
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		guidelines for publications related to Health department programs.			
		<ul style="list-style-type: none"> ▪ Health department planning to undertake an environmental scan of existing policies, guidelines and standards relating to accessibility within each division. 	Information	On-going	11 (3) (b) (d)
		<ul style="list-style-type: none"> ▪ TransHelp currently reviewing the accessibility of 	Information and Communication	On-going	11 (3) (b) (d)

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		newsletter and Web site, including consideration of font size, colour, and language.			
2. To improve accessibility of municipal programs, services and facilities.	2.1 Ensure effective process in place to integrate AAC advice.	<ul style="list-style-type: none"> Clarify roles and responsibilities of AAC and staff by developing AAC brochures and distributing them externally and internally. 	Policy/Practice and Attitudinal	On-going	11 (1) (b) (i) 12 (2) – (6)
	2.2 Strengthen organizational processes that will support	<ul style="list-style-type: none"> Adopt CSA standards where available and applicable. 	Policy/Practice	December 2005	11 (2)

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	accessibility.				
		<ul style="list-style-type: none"> ▪ Public Works department developing accessible corporate standard for interior facility signage (increasing font sizes of signs, etc) 	Policy/Practice	Ongoing	11 (2)
		<ul style="list-style-type: none"> ▪ Social Services department developing pilot project to explore the development of new accessible office space. 	Physical	2006	11 (2)
		<ul style="list-style-type: none"> ▪ The Employment 	Communication	2005	11 (2)

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		Resource Centre at Peel Youth Village installing computers equipped with screen magnifier software for visitors with low vision, and telephones with TTY uni-phone access.			
		<ul style="list-style-type: none"> ▪ Research and document departmental best practices and share with other departments. ▪ Recognize departmental and 	Information	Ongoing	
				Ongoing	

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		individual efforts to improve accessibility by awarding them annually and highlighting their achievements to encourage others.			
		<ul style="list-style-type: none"> ▪ Ensure accessibility plans incorporated into departmental Service Strategy Business Plans. 	Policy/Practice	On-going	11 (3) (d)
		<ul style="list-style-type: none"> ▪ Ensure accessibility is integrated into human services component of 	Policy/Practice	Ongoing	11 (3) (d)



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		Regional Official Plan renewal and any future amendments to the Regional Official Plan Strategic Update.			
		<ul style="list-style-type: none"> ▪ Ensure transportation needs of persons with disabilities included as a component in transportation demand study implementation. 	Policy/Practice	Ongoing	11 (3) (d)
	2.5 Ensure accessibility while organizing	<ul style="list-style-type: none"> ▪ Create a checklist to support decision-making and publish 	Policy/Practice	Ongoing	11 (3) (d)



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	corporate events and meetings.	on Pathways, the Regional intranet.			
	2.6 Ensure effective process in place to address facility and architectural barriers.	<ul style="list-style-type: none"> ▪ Research and prepare guidelines and standards for site managers to assist in identifying barriers in existing and new facilities. ▪ Social Services department planning to renovate space at the Valley Child Care Centre for a new Infant Therapeutic Nursery 	Policy/Practice and Architectural	Fall 2005	11 (3) (d) 12 (4) – (6)
			Architectural and Physical	September 2005	11 (3) (d) 12 (4) – (6)



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		Program, which will be wheelchair accessible.			
		<ul style="list-style-type: none"> ▪ TransHelp working on ensuring all of the exterior doors to their building are accessible. 	Physical	On-going	11 (3) (d)
		<ul style="list-style-type: none"> ▪ Review and advise on detailed plan for Joint Use Facility. 	Architectural	December 2006	12 (4)(a)
3. To address policy issues and optimize advocacy efforts.	3.1 Undertake policy development approach.	<ul style="list-style-type: none"> ▪ Develop a barrier free policy for the Region of Peel to address barrier removal and prevention 	Policy/Practice	Fall 2005	11 (3) (d)



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	3.2 Establish strong partnerships with other governments and organization.	<ul style="list-style-type: none"> Participate in existing networks. 	Information and Communication	On-going	11 (3) (d)
		<ul style="list-style-type: none"> Establish a network of Peel professionals responsible for implementing ODA. 	Policy/Practice		11 (3) (d)
	3.3 Pursue advocacy opportunities with the province.	<ul style="list-style-type: none"> TBD 	Information		



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4. To build public awareness and knowledge of accessibility issues.	4.1 Create opportunities for public involvement.	<ul style="list-style-type: none"> ▪ Post AAC agendas and minutes on external Web site. ▪ Host a community event/forum. ▪ Develop approach to engage stakeholders in renewal of plan. ▪ Social Services department (Children's Services Division) is developing a survey to assess the accessibility of programs relating to 	Information	On-going	11(1)(b)(ii)
			Information	Ongoing	11(1)(b)(ii)
			Information	On-going	11(1)(b)(ii)
			Information	2005	11 (4)



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		<p>special needs and physical accessibility, with the goal of creating an inventory of programs and services for parents and caregivers of children from birth to six years.</p> <ul style="list-style-type: none"> ▪ TransHelp is working with Communications Services to assess whether the public is interested in accessing their newsletter via the 	Information and Communication	Initiated in 2005	

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		Web site rather than through hard copies.			
	4.2 Implement an external communication and education strategy.	<ul style="list-style-type: none"> ▪ Develop an external and internal communication Work Plan. 	Information	On-going	11(4)
		<ul style="list-style-type: none"> ▪ Develop and maintain accessibility planning external Web page. 	Information and Communication	On-going	11(4)
		<ul style="list-style-type: none"> ▪ Provide regular updates and news/information to media. 	Information and Communication	On-going	11(4)

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