

MINUTES

ACCESSIBILITY AND DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE

Held at Saanich Municipal Hall, Committee Room 2 and via MS Teams
770 Vernon Avenue

Wednesday, February 7, 2024, at 5:01 p.m.

- Present: Councillor Mena Westhaver (Chair), Heidi Bada, Manjit Bains, Rae Franklin (via Teams), Stephan Herman, Tony Kiyak (via Teams), Laurie-Anne Keith (via Teams), Susan Mader, Swapna Mazumder, Reed Poynter, Caroline Quan
- Staff: Sheila Allen, Director, Corporate Services; Tiana Solares, Senior Manager, Recreation; Sharon Froud, Deputy Corporate Officer, Legislative and Protective Services; Mais Hajaj, Human Resources, Consultant for Accessibility, Diversity, Equity and Inclusion

ADOPTION OF THE MINUTES

MOVED by S. Herman and Seconded by R. Poynter: "That the Minutes of the Accessibility and Diversity, Equity and Inclusion Advisory Committee meeting held January 10, 2024 be adopted as circulated."

CARRIED

CHAIR'S REMARKS

The Chair made the following comments:

- A trip to the Gorge Waterway to observe the floating bus stop is scheduled for 12:00 p.m. on April 4, 2024. This field trip is voluntary, and no committee business will be discussed. Specifics about the project will be answered at this time. A round table discussion could be considered for a future meeting.
- Staff will provide quarterly reports on the Diversity Equity and Inclusion strategy. A full report will be given at year end.
- Thorough and complete agendas will be taken into consideration, recognizing the value of members' time.

The committee members made the following comments:

- The updates will prove beneficial for generating ideas about the future direction of the committee.

NEW ACCESSIBILITY EQUIPMENT – SAANICH RECREATION CENTRES

The Senior Manager of Recreation gave a presentation on the New Accessibility Equipment – Saanich Recreation Centres (PowerPoint on file). The following was noted in response to questions and during committee discussion:

- All lifeguards undergo appropriate training in the use of pool lifts.
- A video featuring the Para golfer at Cedar Hill Golf Course was presented. A link for the video will be provided to the committee members.
- Staff is actively working to investigate accommodations for the visually impaired at the recreation centers.
- Accessible Waterfit classes are offered at Gorden Head Recreation Centre and Saanich Commonwealth Place. Requests for future scheduling are logged.

- A more comprehensive review of various accessibility challenges and procedures offered could be examined.
- Sensory friendly swims are available.
- Recertification for the Rick Hansen Foundation Accessibility Certification (RHFAC) will be conducted in March.
- The pool lifts are currently undergoing replacement and upgrades.
- Public education regarding the appropriate use of accessibility services, even when not immediately required, could be considered.
- The scope of the Leisure Assistance Pass could be expanded.
- Staff members receive varying levels of training based on the specific needs of the individuals they serve.

ACCESSIBILITY TRAINING UPDATE

The Consultant for Accessibility, Diversity, Equity and Inclusion gave a presentation (PowerPoint on file) on the Accessibility Training Update. The following was noted in response to questions and during committee discussion:

- Participation in the training is voluntary, but strongly encouraged. The level of participation is significant.
- Efforts are underway to develop a method for Saach staff to identify their demographic information.
- The events are communicated and delivered in various formats to ensure accessibility for all staff members.
- Events and commemorations are scheduled to encompass all demographics and communities within Saanich.

ACKNOWLEDGING EVENTS IN FEBRUARY

The Human Resources Consultant for Accessibility, Diversity, Equity and Inclusion gave a presentation (PowerPoint on file) on Acknowledging Events in February. The following was noted in response to questions and during committee discussion:

- The events are communicated and delivered in various formats to ensure accessibility for all staff members.

During a roundtable discussion, members discussed roles within an advisory committee, and the following was noted:

- The quarterly reports will be valuable.
- A presentation on outdoor spaces, specifically the trails, and potential accessibility improvements could be explored.
- Horse manure on pathways and roads is an accessibility issue for people with physical challenges.
- The challenges faced implementing the Diversity, Equity, and Inclusion plan create opportunities for change and dialogue.
- Exploring additional training topics for staff could be valuable.
- A discussion around how to bring concerns forward to the committee, specifically areas in the community that are not accessible, would be appreciated.

The Chair made the following comments:

- The Arts, Culture and Community Wellbeing committee is presenting on cold weather protocols for unhoused residents. All are welcome to attend the meeting.

ADJOURNMENT

On a motion from S. Herman the meeting adjourned at 6.36 p.m.

NEXT MEETING

The next meeting is scheduled for March 13, 2024, at 5:00 p.m.

Mena Westhaver, Chair

I hereby certify these Minutes are accurate.

Angela Hawkshaw, Committee Clerk

Sharon Froud, Deputy Corporate Officer