

MINUTES
ACCESSIBILITY, DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE

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

Wednesday, October 2, 2024, at 5:01 p.m.

Present: Councillor Mena Westhaver (Chair), Manjit Bains (via Teams), Rae Franklin (via Teams), Stephan Herman (via Teams), Laurie-Anne Keith, Tony Kiyak (via Teams) and Swapna Mazumber

Staff: Dale Samsonoff, Manager of Human Resources; Mais Hajajj, Human Resources Consultant - Accessibility, Diversity, Equity and Inclusion (via Teams); Nikki McWalters, Park Planner and Design; Angela Hawkshaw, Committee Clerk

Regrets: Heidi Bada, Susan Mader, Reed Poynter and Caroline Quan

ADOPTION OF THE MINUTES

MOVED by M. Bains and Seconded S. Mazumber: "That the Minutes of the Accessibility, Diversity, Equity and Inclusion Advisory Committee meeting held May 1, 2024 minutes be adopted as circulated."

CARRIED

CHAIR'S REMARKS

The Chair made the following comments:

- Applications are now being accepted for volunteers on Saanich's Advisory Committees.
- In October, the Accessible Organizations Project (AOP) and Disability Alliance BC (DABC) will host an online gathering of over 750 public sector organizations working on part 3 of the *Accessible BC Act*.
- Recent travels revealed a significant lack of accessibility at many historical sites and in foreign cities.

SENSORY GARDENS

The Park Planner gave a presentation on Sensory Gardens (PowerPoint on file). The following was noted in response to questions and during committee discussion:

- Plans for additional projects could be explored.
- An opportunity for a University of Victoria study could be considered.
- Funding was secured through grants.
- Feedback is gathered through customer service interactions.
- These parks have no specific target audience or age.

ACCESSIBILITY IN SAANICH PARKS

The Park Planner gave the following presentation (PowerPoint on file). The following was noted in response to questions and during committee discussion:

- The design for Cuthbert Holmes and PKOLS off-leash areas is in the planning stages.
- PKOLS parking lots could benefit from additional accessible parking stalls.
- Rutledge Park was upgraded with federal and provincial funding.
- The Diversity, Equity and Inclusion (DEI) strategy is applied to all parks.
- Staff has received feedback concerning additional washrooms in parks.

DIVERSITY, EQUITY AND INCLUSION STRATEGY UPDATE

The Human Resources Consultant offered details on the Diversity Equity and Inclusion Strategy Update. The following was noted in response to questions and during committee discussion:

- Statistical information on staff trained in accessibility awareness was provided. This training is available as recorded sessions for new staff.
- Invitations to monthly Lunch and Learn sessions were posted on the internal staff website. These sessions highlight different cultures to promote awareness of diverse traditions and identities.
- A DEI resource page has been developed for staff.
- Local events were organized to showcase the variety of careers and job opportunities within Saanich, reinforcing the commitment to fostering a more inclusive workplace.
- A calendar was created at the start of 2024 featuring diverse ideas and celebrations for various communities. These events could be expanded for 2025.
- Resources and training could be offered to Saanich staff regarding specific sensory challenges observed in children participating in recreation programs.
- Local community service organizations could be consulted.
- Targeted accessibility training could be offered for children in recreation programs with unique support needs, including toileting assistance. External resources and organizations could be consulted.

ADJOURNMENT

On a motion from L. Keith, the meeting adjourned at 6:23 pm.

NEXT MEETING

The next meeting is scheduled for Wednesday, November 6, 2024, at 5:00 p.m.

Mena Westhaver, Chair

I hereby certify these Minutes are accurate.

Angela Hawkshaw, Committee Secretary