



ACCESSIBILITY COMMITTEE OF COUNCIL  
Wednesday, September 13<sup>th</sup>, 2023 @ 3:30 pm  
Ucluelet Community Centre  
500 Matterson Drive, Ucluelet

#### AGENDA

1. CALL TO ORDER
  - 1.1. ACKNOWLEDGEMENT TO THE YUUTU?I?ATH  
The committee would like to acknowledge Yuutu?i?ath on whose traditional territories the District of Ucluelet operates.
2. APPROVAL OF THE AGENDA
3. ADOPTION OF MINUTES
  - 3.1. July 25, 2023
4. UNFINISHED BUSINESS
  - 4.1. Brainstorming Accessibility Standards categories
5. REPORTS/INFORMATION
  - 5.1. Accessibility Standards Framework
  - 5.2. Work BC Accessibility Information
6. CORRESPONDENCE/INFORMATION ITEMS
7. NEW BUSINESS
  - 7.1. Update meeting dates
8. ADJOURNMENT



**DISTRICT OF UCLUELET**  
MINUTES OF THE ACCESSIBILITY COMMITTEE  
HELD IN THE UCLUELET COMMUNITY CENTRE, 500 MATTERSON DRIVE  
Tuesday, July 25, 2023

Present: Chair: Councillor Ian Kennington  
Committee: Margaret Morrison, Scott Murray, Mary Ruff  
Staff: Abby Fortune, Director of Parks & Recreation  
Judy Bloedorn, Recreation Administrative Coord.

1. CALL TO ORDER

The July 25, 2023, Accessibility Committee Meeting was called to order at 3:05pm

The committee would like to acknowledge Yuuṭuʔitʔatḥ on whose traditional territories the District of Ucluelet operates.

2. INTRODUCTIONS

3. APPROVAL OF THE AGENDA

- a. July 25, 2023 Accessibility Committee Agenda
  - i. It was moved and seconded THAT the July 25, 2023, Accessibility Committee Meeting Agenda be approved as presented
    - i. CARRIED

4. ADOPTION OF MINUTES

- a. July 13, 2023, Accessibility Committee Minutes
  - i. It was moved and seconded THAT the July 13, 2023 Accessibility Committee Meeting Minutes be adopted as presented
    - i. CARRIED

5. UNFINISHED BUSINESS

5.1. Brainstorming Accessibility Standards categories

Review Accessibility Standards

Employment

Delivery of Services

Built Environment

Info & Communication

Transportation

Health

Procurement

Education & Knowledge

Look at definitions to barriers and discuss solutions



WorkBC provides funding for individuals for technology etc.

Tourism Tofino has Accessible Travel Guide

6. REPORTS/INFORMATION 6.1.1. N/A

7. CORRESPONDENCE/INFORMATION ITEMS 7.1. N/A

8. NEW BUSINESS

8.1. August meeting date remove

a. It was moved and seconded THAT the August 16, 2023, Meeting be removed

b. Margaret Morrison moved and Mary Ruff seconded to remove the meeting in August

i. CARRIED

9. ADJOURNMENT

i. Meeting adjourned at 4:00pm

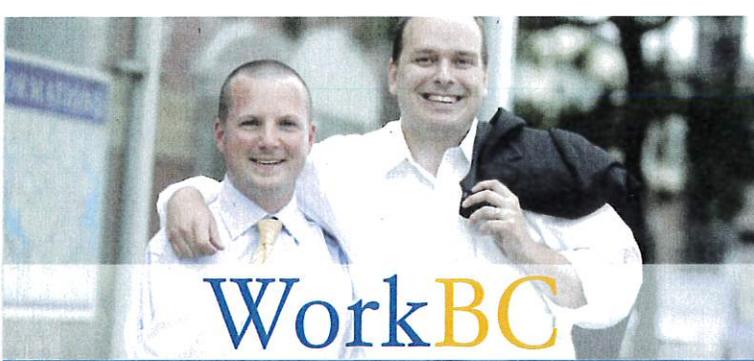
**Accessibility Committee Meeting - July 25, 2023**

Accessibility Standards Framework:

- |                        |                          |
|------------------------|--------------------------|
| 1. Barriers            | 1. District - West Coast |
| 2. Solutions           | 2. Accessibility         |
| 3. Roles               | 3. Not Reg               |
| 4. Priority            | 4. Money \$              |
| 5. Feedback/monitoring |                          |

**Accessibility Standards Working Grid**

Employment	Delivery of Services (how)	Built Environment	Info & Communication	Transportation	Health	Procurement	Education & Knowledge
Hiring process	Age friendly document	Parks access	Incentivising Business	Public	Transportation		Tourism planning - accessibility
Audit For Accessibility	Audit	Sidewalk	\$\$	To health appointments	Non-ambulatory services		Language
Downtown Office/ physical	Accessibility to facilities	Audible indicators	Website	\$\$	Scent free		Reading, training
Accessible documents	Website	Lighting	Municipal info/emergency	Barriers, solutions, roles	Allergies		Training in the workplace, establish documents
Awareness, coop, work BC funding	Payments	Signage	EOC Training	Parking	Warming/cooling stations		
New Hire training	Online accessibility	Continuity of surfaces	Create Documentation for business already established organizations	Accessible locations	Social norms		
Mental Health Support	Technology	Rest areas (benches) continuity			Hidden disabilities		
Discrimination, mental/physical, code of conducts	Reduce government speak	Ramping					
	Hard to read	Door access	Synergy with West Coast, Parks, tofino, ACRD, UFN,				
	OCP (tie in)	Sensory issues	Tourism organizations				
	Accessibility events/festival	Safety handrails	Ucluelet Chamber of Commerce - business & resource sharing info				
	Emergency planning accessibility component	Enhancement above code					
Warning systems - meeting needs?	Charging outlets for mobility scooters & signage						
Trash can collection, wildlife management plan							
Braille, NTC language							
Policy for festival/events							



# WorkBC

## How do I become an inclusive employer?

### 1 Use inclusive language in your job posting



### 2 Remove barriers during recruitment

- Ensure the job description only details essential requirements of the job
- Add a phone number and email address on your job posting to discuss any potential accommodation needs
- Offer materials in accessible formats (e.g., large print, accessible PDF, electronic text)
- Choose an accessible interview location

### 3 Ask specific and inclusive interview questions

DON'T ASK	DO ASK
Do you have a disability?	Do you require any accommodations to perform this job?
Will your disability affect your ability to do the job?	Can you tell me how you might perform...
Tell me about yourself	Can you take me through your résumé?

### 4 Consider Customizing the Perfect Fit

WorkBC offers a customized approach to carving out job tasks, called Customized Employment. Benefits to the employer include:

- A simplified recruitment process
- Finding the right person for the right tasks
- On-the-job support for you and your new employee
- Ongoing assistance from WorkBC

For more tips and tools from accessible employers in B.C., visit [AccessibleEmployers.ca](http://AccessibleEmployers.ca).

To find out what services and resources are available to employers, visit [WorkBC.ca/Employer](http://WorkBC.ca/Employer).



This program is funded by the Government of Canada and the Province of British Columbia

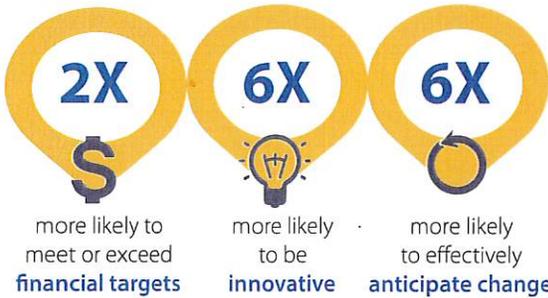


# WorkBC

## Why hire people with disabilities?

### THE BENEFITS

**1 Improved Productivity**  
Research shows that diverse + inclusive workplaces are:



**2 Great Employees**  
Among employees with disabilities:

<b>72%</b> Staff retention was this much higher	<b>86%</b> Attendance was average or better	<b>90%</b> Performance was equal to or better than coworkers
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**3 Expanded Consumer Reach**  
The spending power of people with disabilities:

**\$55 BILLION**

*The bottom line: hiring people with disabilities is just good business*

## Did you know?

- Over half of all people with disabilities in Canada have a post-secondary certificate, diploma, or degree.
- Your company's WorkSafe premiums will not increase if you hire a person with a disability. These rates are based on workplace hazards and accident history, not number of employees with disabilities.
- Not all people with disabilities need special equipment. For those who do, WorkBC can provide the supports employees need to thrive in the workplace, at little or no cost to the employer.

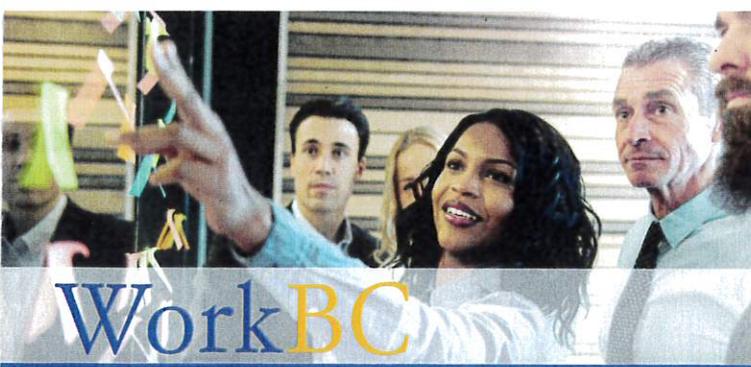
For more tips and tools from accessible employers in B.C., visit [AccessibleEmployers.ca](http://AccessibleEmployers.ca)

To find out what services and resources are available to employers, visit [WorkBC.ca/Employer](http://WorkBC.ca/Employer).

Visit a WorkBC Centre to learn more about inclusive hiring practices. To find your local WorkBC Centre, call 1-800-663-7867 or visit [WorkBCCentres.ca](http://WorkBCCentres.ca).



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# WorkBC

## How do I create an accessible and inclusive workplace?

WorkBC can help employers provide the flexibility, supports, and accommodations their employees need to thrive in the workplace. Many accommodations can be provided via WorkBC at **little or no cost** to the employer, such as:

Headset for music or white noise

Written instructions, visual aids, and workplace buddy system

Ergonomic and restorative supports, such as specialized furniture and computer accessories

Workplace access and modification, such as installation of ramps and automatic doors

Communication and hearing devices, and mirror(s) to communicate presence of others

Technology, such as text-to-speech screen readers and voice recognition software

### Tips from accessible employers in B.C.

- Use opportunities like Disability Employment Month to facilitate an open discussion with staff about disabilities and diversity
- Hold disability awareness training for staff
- Establish a co-op program for people with disabilities
- Create a dedicated position in human resources for diversity and inclusion
- Assess your workplace for accessibility and undertake any suggested improvements
- Work with WorkBC to recruit people with disabilities

### Get inspired!

B.C. business leaders share how having a diverse workforce is great for your business.

"Having a diverse workforce – one that has different experiences, one that can appeal to different parts of the market, and in a way that can provide a good, healthy morale for the employees that you already have – is a competitive advantage."  
– Vancity, on the business benefits

"Innovation requires diverse perspectives at the table"  
– SAP Labs Canada, on the Autism at Work program

"If you are a small business owner in BC, you know that it's incredibly challenging to find quality, engaged, loyal staff. By opening up our talent pool to include people with disabilities, we've been very lucky that we've found some amazing people over the years"  
– Gabi and Jules, on staff retention

For more tips and tools from accessible employers in B.C., visit [AccessibleEmployers.ca](http://AccessibleEmployers.ca).

To find out more about assistive technology from WorkBC: [WorkBC-ATS.ca](http://WorkBC-ATS.ca).

To find out what services and resources are available to employers, visit [WorkBC.ca/Employer](http://WorkBC.ca/Employer).



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