



CORPORATION OF THE TOWNSHIP OF ESQUIMALT

**ACCESS AWARENESS COMMITTEE
A G E N D A**

April 22, 2009
4:00 p.m., Council Chambers

1. **CALL TO ORDER**
2. **LATE ITEMS**
3. **APPROVAL OF THE AGENDA**
4. **INTRODUCTIONS**
5. **GREETINGS FROM MAYOR DESJARDINS**
6. **APPROVAL OF MINUTES**
 - (1) Minutes of the Access Awareness Committee meeting, October 15, 2008 Pg 1 – 4
7. **OLD BUSINESS**
 - (1) Measuring Up Grant for Facilities Audit
8. **NEW BUSINESS**
 - (1) Review of Committee Terms of Reference (TOR) Pg. 5 – 6
 - (a) 2008 Year End Final Report
 - (2) Membership List Contact Information
 - (3) Committee Member Interests – What Each Member Brings to the Table
 - (4) Meeting Schedule Dates and Times
 - (5) Agenda Items and Distribution
 - (6) Sidewalk and Crosswalk Projects for 2009
 - (7) Work Plan Discussion
 - (a) Sub-committees
 - (i) Measuring – Up
 - (ii) Access Awareness Day
 - Access Awareness Day Information Pg. 7 – 31
 - (iii) Buccaneer Days
9. **COMMUNICATIONS**
 - (1) Transition Magazine, BC Coalition of People with Disabilities, Winter 2008 Edition Pg. 32

10. **ELECTIONS**

- (1) Elections of Chair and Vice-Chair

11. **NEXT MEETING**

12. **ADJOURNMENT**



CORPORATION OF THE TOWNSHIP OF ESQUIMALT

**MINUTES
ACCESS AWARENESS COMMITTEE**

Wednesday, October 15, 2008
4:00 P.M.

Wurtele Room, Esquimalt Municipal Hall

- PRESENT:** Councillor Barbara Desjardins (Chair)
Councillor Don Linge
Joe Buczkowski, Community Representative
Brian Gray, Community Representative (Arrived 4:07 p.m.)
Meagan Duncan, Community Representative
Emmy Labonté, Community Representative
Walter Gattinger, Esquimalt Legion Representative
Barbara Amberstone, Community Representative
- STAFF:** Andy Katschor – Parks Manager (Staff Liaison)
Deborah Liske – Recording Secretary
- REGRETS:** Gilbert Coté – Director of Engineering and Public Works (Staff Liaison)
Mia Shinbrot, Community Representative
-

1. CALL TO ORDER

Councillor Desjardins called the meeting to order at 4:04 p.m.

2. LATE ITEMS

The following late items were introduced:

Add to Agenda item **6. NEW BUSINESS** (2) Blue Bird Cabs

Add new Agenda item **6. NEW BUSINESS** (3) Sidewalks in Parson's Place Shopping Plaza

3. APPROVAL OF THE AGENDA

Moved by Councillor Linge, seconded by Walter Gattinger, that the agenda of the Access Awareness Committee meeting of September 17, 2008 be approved with the inclusion of the late agenda items.

The motion **CARRIED**.

4. APPROVAL OF MINUTES

Moved by Emmy Labonté, seconded by Meagan Duncan that the minutes of September 17, 2008 be approved as presented.

The motion **CARRIED**.

5. OLD BUSINESS

- (1) Report on Meeting with Darin Ramsey at BC Transit, April 8, 2008

Barbara Amberstone reported that the new buses purchased by BC Transit lack accessible improvements. Ms. Amberstone also reported on the high level of accessibility of Vancouver transit buses. The Committee discussed their concerns over the lack of verbal signal stop indicators, the location of poles and the discomfort associated with the hard, flip-up seats. It was requested that Darin Ramsey of BC Transit be invited to attend a future meeting to discuss the Committee's concerns.

- (2) Proposed New Sidewalk Construction Program for Next Five Years
(a) Esquimalt Pedestrian Charter

Chair Desjardins reviewed the draft list for the proposed new sidewalk construction program followed by a review by Committee members on the input they provided to the Director of Engineering and Public Works. A Committee member noted an overhanging bush that impedes the view of vehicular traffic. The Manager of Parks advised the Committee to contact him in cases such as this in order to contact the homeowner.

The Committee discussed additional areas of the municipality that require sidewalk improvements. Sidewalks are needed in the following areas:

- Craigflower Road /Panhandle
- Foster Street between Esquimalt Road and Lyall Street
- Lampson Street and Wordsley Street
- Pathway from Drake Avenue to Rockcrest Avenue
- Garthland Road
- West Bay Terrace

The Committee also discussed the walkway into and lighting in Highrock Carin park; the area of sidewalk in Saxe Point Park where roots have pushed up the pavement; and the rut worn into the path on the Westsong walkway. It was also noted that the Westsong walkway is not wide enough to allow for a person to walk alongside a wheelchair. The Manager of Parks noted that he is aware of the noted issues and addressed the committee's concerns.

6. NEW BUSINESS

- (1) Letter from the Director of Parks and Recreation Services dated October 6, 2008, Re: Appointment to Parks and Recreation Commissioner to the Access Awareness Committee

The Committee discussed the merits of having a representative from the Parks and Recreation Commission on the Committee.

Moved by Councillor Linge, seconded by Barb Amberstone that the letter be received.
The motion **CARRIED**.

- (2) Blue Bird Cabs (**Late Item**)

Councillor Linge reported that Blue Bird Cabs has made an application to the Transport Commission to increase their number of accessible vehicles (wheelchair vans). Councillor Linge requested input from the Committee on this issue. The Committee discussed and it was noted that the community is in dire need of more accessible transportation options.

Moved by Walter Gattering, seconded by Joe Buczkowski, that the Access Awareness Committee write a letter to the Transport Commission supporting the issuance of new licenses for accessible taxi vans.
The motion **CARRIED**.

(3) Sidewalks in Parson's Place Shopping Plaza (**Late Item**)

Emmy Labonté reported that the sidewalks in Parson's Place Shopping Plaza are extremely high and lack accessibility. The Committee discussed.

Moved by Emmy Labonté, seconded by Walter Gattinger, that a letter be sent to the owner of the plaza, noting the sidewalk accessibility issues along with a copy of the Esquimalt Pedestrian Charter.

The motion **CARRIED**.

7. REPORTS FROM SUB-COMMITTEES

(1) Measuring – Up Sub-Committee Update
(a) Funding Application Report

Andy Katschor, Parks Manager, reported he recently attended the joint municipal Measuring Up – 2010 Legacies Now Initiative meeting. It was noted that this was the last meeting prior to the funding deadline and due to the fact that each participating municipality was at a different point in the application process, the Committee determined that each municipality would submit individual applications.

Mr. Katschor noted that he has submitted the application on behalf of the Township and all the pieces came together to create a wonderful application. Mr. Katschor will keep the Committee apprised of the outcome of the application, noting that if successful, the funds will be utilized to complete an accessibility audit.

Councillor Desjardins thanked Mr. Katschor for coordinating and submitting the application.

Moved by Emmy Labonté, seconded by Barbara Amberstone that the report be received.
The motion **CARRIED**.

(2) Access Awareness Day Sub-Committee

It was noted that the Committee has not met recently.

(3) Buccaneer Days Sub-Committee

Nothing to report.

8. COMMITTEE ANNOUNCEMENTS / REPORTS

Brian Gray noted that the Committee needs to discuss bikes on sidewalks / in crosswalks and how they conflict with individuals in wheelchairs.

Meagan Duncan noted that the garbage can at the bus stop at Lampson Street and Esquimalt Road has been moved.

Barbara Amberstone suggested that the local media be contacted to write about the Committees accomplishments and goals.

Moved by Barb Amberstone, seconded by Meagan Duncan that at a future meeting, the Committee discuss opportunities to publicize the Committees accomplishments.

The motion **CARRIED**.

9. NEXT MEETING

The next meeting of the Access Awareness Committee will take place in 2009.

10. ADJOURNMENT

Moved by Barbara Amberstone, seconded by Meagan Duncan that the meeting adjourn at 5:26 p.m.
The motion **CARRIED**.

, Chair

This day of _____, 2009

DRAFT



CORPORATION OF THE TOWNSHIP OF ESQUIMALT

COUNCIL POLICY

| | |
|---|-----------------------|
| TITLE: Terms of Reference – Access Awareness Advisory Committee | NO. ADMIN - 49 |
|---|-----------------------|

PURPOSE

The purpose of the Access Awareness Advisory Committee is to assist the Township of Esquimalt in making Esquimalt more accessible to all its citizens.

MANDATE

The Access Awareness Advisory Committee will, consistent with the purpose described above, undertake the following:

- Provide opportunity for public input respecting accessibility issues.
- Identify accessibility barriers to services and facilities and advise and make recommendations to the Municipality for strategies to improve access for all people.
- Provide increased awareness to Council respecting accessibility issues in areas including but not limited to, transportation, housing, recreation, employment and education.
- Identify sources of funding and grants to support access awareness related activities.
- The Access Awareness Advisory Committee will submit to Council an annual work plan at the beginning of each year describing its plans for the year. The Committee will submit to Council a final report at the end of each year describing its activities and accomplishments of the previous year.

MEMBERSHIP

The Access Awareness Advisory Committee will be made up of:

- 2 Council Members appointed by the Mayor
- 7 community representatives appointed by the Council.
- The Esquimalt First Nation, Songhees First Nation, BC Transit and the Parks and Recreation Advisory Committee will be invited to assign non-voting, liaison representatives to the Committee.

ELIGIBILITY

Committee members may be members of disabled organizations, but they are not to be formal representatives of any specific organization. An effort will be made to ensure representation of a broad cross-section of abilities/ disabilities.

TERMS

Members may be appointed for one or two year terms with term end dates split between alternating years to ensure continuity of committee membership. On application, members may be re-appointed for up to three consecutive terms. All appointees sit at the pleasure of Council and may be removed at Council's discretion.

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| EFFECTIVE DATE: February 9, 2009 | APPROVED BY: Council February 9, 2009 | REF: Staff Report ADM-09-014 | RESCINDS NO. ADMIN - 41 | PAGE 1 OF 2 |
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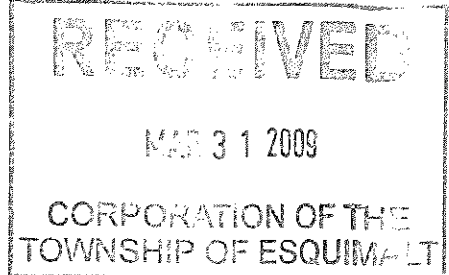
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| TITLE: Terms of Reference – Access Awareness Advisory Committee | NO. ADMIN - 49 |
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MEETINGS
The Committee will meet a minimum of four times per year in accordance with its regular schedule of meetings established annually at the first meeting of the year. No meetings are held during the summer and winter breaks (July, August and December). Special meetings may be held at the call of the Chair. At the first meeting of each calendar year the committee will elect a Chair and Vice-Chair from amongst its members. The meeting rules and procedures will be in accordance with the Council Procedure Bylaw.

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| EFFECTIVE DATE: February 9, 2009 | APPROVED BY: Council February 9, 2009 | REF: Staff Report ADM-09-014 | RESCINDS NO. ADMIN - 41 | PAGE 2 OF 2 |
|--|---|---|-----------------------------------|--------------------|

JUDITH

*Mayor
Andy*



UNION OF
BRITISH
COLUMBIA
MUNICIPALITIES

March 19th, 2009

Dear Mayors and Councils, Chairs and Regional Boards;

Re: Access Awareness Day – Saturday, June 6, 2009

The partnership between the Union of BC Municipalities and SPARC BC is one that continues to evolve, setting new standards in collaboration, planning, accessibility, and community development. This year, we would like to ask for your continued support of Access Awareness Day, which will take place on Saturday, June 6, 2009. Access Awareness Day highlights the important roles we all play in creating inclusive and accessible communities for people of all abilities.

Suite 60
10551 Shellbridge Way
Richmond
British Columbia
Canada V6X 2M9
604.270.8226
Fax 604.270.9116
Email: ubcm@civicnet.bc.ca

PRESIDENT
ROBERT HOBSON

EXECUTIVE DIRECTOR
GARY MACISAAC

Employing people with disabilities within the tourism industry:

The theme for the 2009 Access Awareness Day campaign focuses on the employment of people with disabilities within the tourism sector and the crucial role that businesses will play in creating employment opportunities within society. SPARC BC chose to work with the tourism sector because BC will be the focal point on the world stage in 2010.

Access Awareness Day will be promoted in the following ways:

- The SPARC BC website will provide additional accessibility resources for businesses, especially within the tourism sector, and specialized employment agencies
- The SPARC BC membership of over 13,000 throughout BC will receive promotional materials
- The ongoing partnership with TransLink will produce a province wide public information promotional campaign to the general public throughout BC
- Hospitals, schools, universities, various ethnic media, government representatives and community organizations will be encouraged to join the campaign by displaying new promotional materials.

In addition to the Access Awareness Day campaign SPARC BC has a variety of other accessibility programs developed through its continuous engagement with the community of people with disabilities from around the province.

“Are You a Mythbuster?”: This year’s Access Awareness Day campaign is a follow up to last year’s campaign where SPARC BC

worked with businesses to make sure that they were accessible and welcoming for people with disabilities. Further to this SPARC BC now encourages businesses to be inclusive and welcoming by creating employment opportunities specifically for people with disabilities. We all benefit personally, socially and economically from participating in the work world. The employment rate of persons with disabilities was significantly lower than those without disabilities in 2006, 59.1% versus 74.3% respectively.¹ As a result, BC is making considerable effort to increase employment with the 10 x 10 Challenge where it promotes businesses or organizations to increase their employment of people with disabilities by 10% by 2010, gearing up for the 2010 Olympics and Paralympics.

For people with disabilities to be fully included and able to participate in society, it is necessary to create opportunities to contribute to their community. These include schools, training programs, post secondary education institutes, health care, workplaces, recreation facilities, cultural programs, transportation, parks and other forms of public space. Citizenship refers to the inclusion of persons with disabilities in all aspects of society.² People with disabilities have the skills, abilities, and the experience to contribute to society in important ways, primarily through paid work. As well, employment increases self-worth, self-esteem, and self-confidence for people of all abilities.

This year's 'Employing people with disabilities within the tourism industry' campaign will promote awareness of this growing population and will provide the tourism sector and employment agencies with some ideas about how they can ensure that people with disabilities achieve employment.

We would like to invite BC local governments to look internally and assess how accessible and welcoming their spaces are, how welcoming they are to people with disabilities and to consider ways in which they can engage and support their community on the issue of accessibility.

Accessibility By-law Project: SPARC BC is in the process of developing a model of accessibility by-laws and policies that can be used by local governments throughout BC. This past year, SPARC BC has explored existing accessibility policies and by-laws in BC communities and other cities to identify best practices, and has developed guidelines and examples of exemplary practices. An advisory committee has been created to review this set of proposed by-laws in the hopes of achieving approvals by UBCM and the communities.

Parking Permit Program for People with Disabilities: SPARC BC continues to work hard in assisting people who require designated accessible parking spaces throughout BC and to provide leadership in the promotion, advocacy and public education concerning accessible communities. SPARC BC is able to provide this province wide

¹ BC Statistics (2009), Labour Market Participation of Persons with Disabilities. Earnings and Employment Trends.

permit issuing service at low cost by being the issuing agency to the majority of local governments in BC. SPARC BC also diligently promotes the importance of keeping designated accessible parking spaces available to permit holders through the media, public announcements, and a wide distribution of information materials. Due to the expanded multi ethnic population of the province, the information brochure has been translated into the most commonly spoken languages (Punjabi, Chinese, Tagalog, and Spanish) and has been well received by the community.

Since 1984, SPARC BC has been providing the parking permit program to people with disabilities in BC, allowing over 100,000 people to remain connected to their communities and arrive safely to their destinations. SPARC BC has been actively advocating for accessibility issues since the early 70's. Through the combined efforts of the Union of BC Municipalities, the Premier's Council on Disability Issues, the BC Coalition of People with Disabilities and SPARC BC, the Motor Vehicle Act of BC now includes regulations on designation of parking spaces and enforcement.

Thank you again for your support of SPARC BC's 2009 Access Awareness Day. Your commitment will make an important difference in the quality of life of people with disabilities.

Regards,

A handwritten signature in black ink, appearing to read "Robert Hobson". The signature is fluid and cursive, with a large initial "R" and "H".

Robert Hobson
President, UBCM

I SEE OPPORTUNITY

In the coming years people with disabilities will represent 20 to 25 per cent of the recreation, retail, entertainment, workplace and housing markets. Persons with disabilities in Canada contribute \$25 billion in purchasing power.

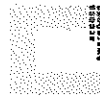
Most persons with disabilities are seniors with age-related disabilities, not young people. The numbers and trends all point towards the next generation of seniors as a new driving economic force. The "baby boomer" cohort is a relatively large and affluent demographic group.

→ 1 Are you ready for this market?

Persons with disabilities comprise a large consumer market and providing accessible services, and products can help your bottom line.

Improving your business' accessibility is attractive to all consumers because well designed spaces and services welcoming for everyone, not just persons with disabilities.

Access is everyone's business: keep reading to find out how you can make your business more accessible!



ACCESS
BY DESIGN

I HAVE CONCERNS

A wheelchair needs at least 36" (91.5 cm) to get through aisles, doors, and hallways. Measure your paths of travel to make sure they are at least 36".

Accessible seating and eating areas include tables and chairs that can be moved out of the way of a wheelchair or stroller and have arms so they can be grasped by the person trying to sit down.

Accessible parking spots need to be close to the front entrance and need to be monitored. It also helps to have an accessible passenger loading zone in front of your business.

Would someone with low upper body strength or uneven balance be able to open your door? Door handles that have levers or loop style handles are much easier to grasp and pull open. If you do not have a door that opens automatically, test your door tension to make sure that it has very little resistance.

Wide paths of travel that safely link your building to public transportation stops, passenger loading zones, public streets, and sidewalks can help make your business more accessible.

Wheelchairs, scooters, and strollers need curb cuts and curb ramps wherever a path of travel crosses a curb.

ACCESS
BY DESIGN

I HAVE AMENITIES

A low service counter makes business interactions easier for someone in a wheelchair. The maximum recommended height is 34" or 86 cm.

Ramps make it easier for all people to access buildings and levels. You can have permanent or portable ramps, but be sure to be conscious of the design. A gradual slope and handrails are important; 1" of rise needs at least 12" of ramp.

Accessible washrooms have paper towel and soap dispensers within reaching distance for persons in wheelchairs; wash basin fixtures that are easy to grab and don't require twisting the wrists; grab bars; and hooks that are not higher than 51" or 130 cm from the ground.

Drinking fountains should come in pairs; one fountain with space underneath to clear a wheelchair, but not so high that someone sitting can't reach the spout; and a higher one for persons who have difficulty bending or stooping.

Accessible telephones are at the height where someone in a wheelchair can reach them. A text telephone, such as TTY or TTD, and equipped with volume control is recommended for people with hearing impairments.

Access
www.a111.org

There are a variety of disabilities, and some are invisible. It is advisable to ask someone if they need help, and ask them how they would like to be helped. Every person will have different needs.

Access Guide Canada has tips for "Disability Friendly Service". Provide your staff training on how to serve persons with disabilities. Post the Access Guide Canada's tips for "Disability Friendly Service" in your staffroom.

If your business is accessible, advertise your business as being accessible.

Access
www.a111.org

I HAVE HEART

An inclusive society is one where we have removed barriers that prevent full participation in community life. We all have the right to be full participants in mainstream society and access goods, services, amenities, as well as education, employment, and recreation.

Many of the access barriers that are created by our society could be easily prevented at minimal cost if we took into consideration the needs of persons with disabilities when designing spaces and services.

If we take the time to listen and take action to make spaces more accessible, persons with disabilities will be able to live a more independent life, fully contribute to communities socially and economically, be less reliant on outside assistance, and enjoy a high quality of life.

In the end, accessible environments make a positive difference for everyone.



ACCESS
AWARENESS

ABOUT ACCESS

Access Awareness Day is an annual campaign led by SPARC BC to promote the value of accessibility in communities.

The Union of BC Municipalities endorses Access Awareness Day every year and assists SPARC BC in communicating with every municipality and regional district in the province to emphasize the role of local government in making communities accessible and inclusive for all of their residents. This year we are partnering with the Better Business Bureau, BC Transit, TransLink, the Union of BC Municipalities, the VanCity ABLED Program and Shoppers Home Health Care to communicate our message throughout the province.

For more information about Access Awareness Day, accessibility consulting by SPARC BC, or to support our work please visit our website: www.sparc.bc.ca



ACCESS
AWARENESS

ABOUT SPARC BC

SPARC BC is a registered non-profit society and has been a leader in research, public education and consulting regarding issues of accessibility, population health, social justice and community development for 42 years.

Our mission statement: SPARC BC works with communities in building a just and healthy society for all.

SPARC BC
SOCIAL PLANNING & RESEARCH
COUNCIL OF BC
201-221 EAST 10TH AVENUE
VANCOUVER, BC V5Y 4V3

TEL 604-718-7733
www.sparc.bc.ca
info@sparc.bc.ca




A wheelchair needs at least 36" or 91.5 cm to get through aisles, doors and hallways.

QUICK TIP#2:

The maximum recommended height for a service counter is 34" or 86 cm.

ACCESS IS

vancity

 Western Economic Diversification Canada de l'Économie de l'Ouest Canada

Vancity is proud to support SPARC BC in creating access awareness for all community members. With support from Western Economic Diversification, the Vancity ABLEED loan program provides entrepreneurs with disabilities mentoring and support to launch or expand their small business.

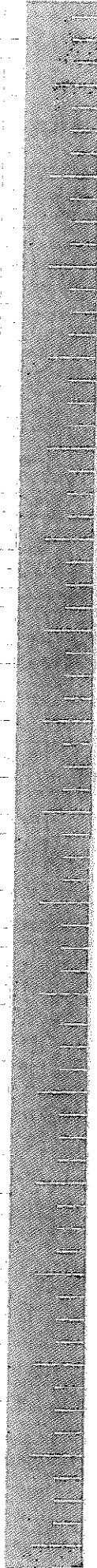
 TRANS LINK

A gradual slope and handrails are important. 1" of rise needs at least 12" of ramp.

QUICK TIP#4:

Maximum height for fixtures, hooks and handles is 51" or 130 cm from the ground.

EVERYONE'S



Signage with high contrast colours and large typefaces are easier to read.

QUICK TIP#6:

This banner measures 36", the width of an accessible pathway. Use it as a quick reference in your business.

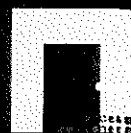
BUSINESS

SHOPPERS
HomeHealthCare™



SPARC BC PRESENTS ACCESS AWARENESS DAY 2009...

ARE YOU A MYTHBUSTER?



OUR MISSION

SPARC BC's mission for Access Awareness Day 2009 (AAD 09) is to help bust some myths out there and get more people with disabilities employed within the tourism sector.

We think the best way to bust myths is to talk about them! So we're starting a conversation and asking for participation from the tourism sector, people with disabilities, employment agencies, municipalities, transportation, and anyone who has the courage to talk about their myths and find creative solutions.



OUR APPROACH

SPARC BC is a research organization and we've gathered some good evidence to show that myths can be busted. As you read through this booklet, you will see for yourself. Hopefully this will make you curious to venture to:

Accessibility Awareness British Columbia on Facebook

and participate in conversations about busting myths. Connect with others and share your thoughts, success stories, questions, and more!

WHAT KINDS OF MYTHS ARE WE BUSTING?

The kind that stop people from thinking they won't get hired.

The kind that stop people from considering a tourism job appropriate for someone with a disability.

The kind that stop people from looking at employability in the larger context.

WHAT KINDS OF MYTHS ARE WE BUSTING?

The kind that stop people from putting themselves out there.

And many more that we don't even know exist,
until we have a conversation!

Like the ones taking place on the following pages...

**I AM PRETTY SURE THAT
SOMEONE WITH A DISABILITY IS
GOING TO BE ABSENT MORE DAYS
THAN MY OTHER EMPLOYEES.**

MYTH #1

MANY STUDIES SHOW THE OPPOSITE TO BE TRUE. 86% OF PEOPLE WITH DISABILITIES RATED AVERAGE OR BETTER IN ATTENDANCE OVER THEIR COLLEAGUES WITHOUT DISABILITIES!

REALITY #1

1. BC Government, Workable Solutions. https://www.workablesolutionsbc.ca/site/workable_solutions/resources/component2.asp

EMPLOYERS DON'T WANT TO HIRE ME BECAUSE OF MY DISABILITY, WHY BOTHER APPLYING? THERE AREN'T ANY JOBS OUT THERE FOR ME.

MYTH #2

**IT CAN BE INTIMIDATING TO APPLY FOR
A JOB, BUT ACCESSIBILITY AWARENESS
IS INCREASING AND MANY
EMPLOYERS ARE KEEN TO HIRE
SOMEONE WITH A DISABILITY.²**

REALITY #2

2. Go2. BC Success Stories. <http://www.go2hr.ca/ForbrEmployers/BCSuccessStories/HyattRegencyVancouver/tabid/1718/Default.aspx>

**IT'S GOING TO BE EXPENSIVE TO
ACCOMMODATE SOMEONE
WITH A DISABILITY.**

MYTH #3

**IT'S CREATIVE THINKING THAT IS NEEDED MOST,
NOT NECESSARILY EXPENSE. THE MINISTRY OF
EMPLOYMENT AND INCOME ASSISTANCE HAS
ALL KINDS OF RESOURCES AVAILABLE TO HELP
EMPLOYERS BUILD INCLUSIVE WORKPLACES.³**

REALITY #3

3. Ministry of Employment and Income Assistance, (2006-07 Annual Report). Minister's Council on Employment for Persons with Disabilities.

**SOMEONE WILL ALWAYS HAVE
TO HELP EMPLOYEES WITH
DISABILITIES TO DO THEIR
JOB CORRECTLY.**

MYTH # 4

QUITE OFTEN, PEOPLE WITH DISABILITIES WILL APPROACH TASKS DIFFERENTLY. GETTING YOUR TEAM INVOLVED IN THINKING OUTSIDE OF THE BOX CAN ACTUALLY HELP BUILD A BETTER TEAM ENVIRONMENT AND PROVIDE A BETTER SERVICE.⁴

REALITY #4

4. Wright, Ruth. (2001). Tapping the Talents of People with Disabilities: A Guide for Employers, The Conference Board of Canada

THERE IS TOO MUCH TALK AND NOT ENOUGH ACTION TO HIRE PEOPLE WITH DISABILITIES.

MYTH #5

YOU CAN HELP BUST MYTH #5!

Become an **ACCESS AWARENESS DAY AMBASSADOR!**

Here are 4 different ways:

1. Let us know if your municipality is celebrating Access Awareness Day!
2. Choose to join us as an active mythbuster and participate in the online conversation on Facebook.

WE WANT YOU INVOLVED

3. Email us your questions, discussion topics, or myths and we will publish them for you! At the end of the campaign we will let you know what resulted from them!

accessawarenessday@sparc.bc.ca

4. Spread the message about AAD 09 and the Facebook conversation.
(email us and we will send you a notice to forward to your networks)

FINAL WRAP UP

Out of Access Awareness Day 2009 we hope to get more people talking about hiring people with disabilities, get different groups working on solutions together, and see some new employment opportunities created for people with disabilities in the tourism sector.

Stay up to date with the campaign by staying in contact!

on Facebook: Accessibility Awareness British Columbia

on Twitter: twitter.com/sparc_bc

email: accessawarenessday@sparc.bc.ca

website: www.sparc.bc.ca/access-awareness-day

SPARC BC

THE SOCIAL PLANNING & RESEARCH COUNCIL OF BC

SPARC BC's mission is to work with communities to build a just and healthy society for all. We are a registered, non-partisan charity operating in BC for over 42 years.

Access Awareness Day has been a project at
SPARC BC for 12 years!

SPARC BC

THE SOCIAL PLANNING & RESEARCH COUNCIL OF BC

Through our Research & Consulting Services we work with many municipalities on accessibility plans, inclusion studies, and community assessments. SPARC BC provides a very valuable service to people with disabilities by issuing parking permits.

Please email accessawarenessday@sparc.bc.ca with your questions.

Read more about SPARC BC at
www.sparc.bc.ca/access-awareness-day.



SPARC BC PRESENTS ACCESS AWARENESS DAY 2009...

ARE YOU A MYTHBUSTER?

on Facebook: Accessibility Awareness British Columbia
on Twitter: twitter.com/sparc_bc
website: www.sparc.bc.ca/access-awareness-day
email: accessawarenessday@sparc.bc.ca



Social Planning and Research Council
of British Columbia
4445 Norfolk Street
Burnaby, BC Canada V5G 0A7
Tel (604) 718.7733 Fax (604) 736.8697
info@sparc.bc.ca www.sparc.bc.ca

Dear Mayors and Councils, Chairs and Regional Boards;

Re: Access Awareness Day – June 6, 2009

Employing people with disabilities is good business!! We hope you will make this statement yours by getting on board with SPARC BC's Access Awareness Day!

It's the 12th Annual Access Awareness Day and the Social Planning and Research Council of BC (SPARC BC) has been partnering with the Union of BC Municipalities to call attention to the need for greater accessibility and inclusion of citizens with disabilities. We would like to celebrate this one-day, province-wide event with you because employing people with disabilities is an important element in ensuring that everyone feels valued and part of their community.

Our campaign "Employing People with Disabilities in the Tourism Industry" fills a need in the community, with specific information on what businesses, employment agencies, or organizations can do to enhance employment services and opportunities for people with disabilities. SPARC BC decided to work with the tourism sector because BC will be the focal point on the world stage in 2010.

In partnership with UBCM and TransLink, we are sending awareness materials to the tourism community and employment agencies to let them know that hiring people with disabilities creates many benefits for everyone involved, starting with the enclosed simple, hands-on tips.

We are also providing you with some resources to help promote accessibility within your local business community: the Mythbuster booklet and an Access Awareness Day banner (both educational materials), a sample proclamation, and a sample press release.

We aim to work with the UBCM and you, as local governments, because you are the most involved in making your communities inclusive and accessible to all your residents. Access Awareness Day is a good reminder that people with disabilities want to be active community members and their contributions to society are valuable.

Access Awareness Day will also be promoted:

- By the SPARC BC website which will provide information and resources to businesses

A federally registered charity under the
Canada Income Tax Act 12168 3916 RR
0001 A provincially registered non-profit
organization incorporated in 1966 under
the Societies Act of British Columbia,
#7493, A United Way Member Agency



- Through bus advertisements placed on public transportation vehicles throughout the province
- To the SPARC BC membership of over 13,000 people and organizations throughout BC
- Through a province-wide media campaign
- To hospitals, schools, universities, various ethnic media, government representatives and community organizations who will be encouraged to join the campaign by displaying the new promotional materials and promoting accessibility in their communities.

We are enthusiastic about this campaign; there is always a need for information and people want to know what they can do! You can help put knowledge into people's hands and encourage people to think about how employing people with disabilities will promote inclusion within communities.

Accessible and inclusive communities support the independence, comfort, self-esteem and security of all their citizens, especially people with disabilities. Our mission at SPARC BC is to work with communities in building a just and healthy society for all. We know that this means ensuring people with disabilities have support to be active and involved citizens.

Accessibility By-Laws Project

SPARC BC is in the process of developing a set of model accessibility policies and by-laws that can be used by municipalities throughout BC. This past year, SPARC BC has been working with an advisory committee that is representative of the province in reviewing the proposed set of draft by-laws. The committee was established out from the collaboration with the BC CAN (the BC Community Accessibility Network) to obtain feedback on the draft materials, develop a final version, and create a promotional strategy for the model accessibility policies and by-laws.

Parking Permit Program

Accessibility and social inclusion have been SPARC BC priorities throughout our 42 year history. We're pleased to serve most of the municipalities in the province with the Parking Permit Program for People with Disabilities, which helps over 100,000 people across BC remain connected to their communities and arrive safely at their destination. Our service:

- provides fast and efficient services on permit applications and renewals at a low cost;
- promotes the availability of permits for those in need through public service announcements in the media, and wide distribution of information pamphlets, including multilingual information brochures;

- offers information regarding permits and the application process on our model fully accessible website and office;
- works with the medical profession to educate on the availability and proper use of permits;
- works with municipal bylaw departments, police and private parking agencies throughout BC to diligently promote the importance of keeping designated parking spaces available to permit holders.

We have been able to achieve and maintain our services, promotion, and advocacy work for accessible communities because the majority of municipalities support SPARC BC as their issuing agency. Supported by the UBCM Executive, we ask that municipalities maintain their support for SPARC BC as their permit-issuing agency. Fragmentation of permit issuing will weaken the strong central support we've been able to maintain for an efficient and cost-effective parking permit program, and may jeopardize the consistency of the program.

Please recognize the 12th Annual BC Access Awareness Day, June 6, 2009

Public education is a key component to creating communities that are accessible for all. We hope that your municipality or regional district will take part in Access Awareness Day this year. Please let us know if you are proud to support Access Awareness Day, we are always happy to celebrate the growth of this campaign. Thank you for your assistance in making BC communities more accessible.

Sincerely,

SPARC BC



Nancy Henderson
Executive Director

Enclosed Documents:

- Access Awareness Day Banner
- Are You a Mythbuster booklet
- Sample Proclamation

ACCESS AWARENESS DAY SAMPLE PROCLAMATION

Whereas: All community members should have equity in opportunities, and full participation in community life, and

Whereas: It is instrumental to educate and inform all our citizens of our community of the important part they play in making it accessible and inclusive to all, and

Whereas: It is about removing the structural barriers to participation both in physical accessibility (largely, but not entirely in the built environment) and in inclusion, where individuals are recognized for their contributions, and

Whereas: Providing designated parking spaces are essential to the economic, social, and physical well-being of all British Columbians (both with and without disabilities) in order to contribute and remain active in their community, and

Whereas: The citizens of _____ recognize people with disabilities as equal members where they can contribute and participate in employment, transportation, community activities, or recreation and leisure.

Be it resolved that:

I, _____, Mayor/Chairperson of _____, do hereby proclaim Access Awareness Day - Saturday, June 6, 2009 in _____, a day of individual and group action to provide equitable opportunities and an accessible communities for all of our citizens.

In witness whereof I hereunto set my hand this _____ day of _____ 2009.

Mayor/Chairperson of _____

transition

BC COALITION OF PEOPLE WITH DISABILITIES - ISSN 0942-5524

WINTER 2008



**Your Choice.
Your Plan.
Your Future.**

Why Plan and When?

There are many reasons for all of us to plan ahead.

Who Can Help?

The Medas Personal Planning Resource Centre and Registry is here to help.

The Voice of Experience

Read about people who've made plans and supported others.