

Windsor Accessibility Advisory Committee Meeting held September 27, 2018

A meeting of the Windsor Accessibility Advisory Committee is held this day commencing at 2:00 o'clock p.m. in Room 406, 400 City Hall Square East, there being present the following members:

Peter Best, Co-Chair
Surendra Bagga (arrives at 2:04 p.m.)
Jillian Hotson
Sheila McCabe
Nicholas Petro
Ricardo Pappini

Regrets received from:

Councillor Ed Sleiman
Kathy Iacovone

Guests in attendance:

Kevin McShan, regarding *Item 4*
Don Wilson, regarding *Item 5.2*
Cathy Wilson, regarding *Item 5.2*
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Also present are the following resource personnel:

Gayle Jones, Accessibility/Diversity Officer
Wadah Al-Yassiri, Project Administrator
John Brunelle, Handi Transit
Mel Douglas, Manager Parks & Facilities, Assets and Projects
Jamie Kramer, Human Resources Assistant
Merry Ellen Scully Mosna, Supervisor Community Programming
Greg Rusk, Supervisor Community Programming
Cathy Savoni, Disability Management Specialist
Derek Thachuk, Supervisor Facilities
Karen Kadour, Committee Coordinator

1. Call to Order

Peter Best, Co-Chair calls the meeting to order at 2:03 o'clock p.m. and the Committee considers the Agenda being Schedule "A" attached hereto, matters which are dealt with as follows:

2. Declarations of Conflict

None disclosed.

3. Adoption of the Minutes

Moved by S. McCabe, seconded by N. Petro,
That the minutes of the Windsor Accessibility Advisory Committee of its meeting held June 12, 2018 **BE ADOPTED** as presented.
Carried.

4. Presentation

Kevin McShan, Discover Ability Network appears before the Committee to provide information relating to the Discover Ability Network.

The Discover Ability Network is funded by the Government of Ontario and powered by Magnet, a data-rich, job-matching technology platform. Discover Ability is a free online portal and resource that connects Ontario businesses directly to people with disabilities.

Mr. McShan provides an overview of the PowerPoint presentation entitled “Discover Ability Network – Hiring people with disabilities – discover the opportunity for your business”. He provides the highlights of the presentation as follows:

- People with disabilities represent an untapped talent pool that can help fuel innovative growth and a measured return on investment.
- Several research reports have shown that hiring people with disabilities has a positive effect on overall business performance such as:
 - Employees with disabilities are highly motivated at work.
 - Employees with disabilities more likely to stay in the job longer.
 - Employees with disabilities take less absence days.
- The portal features dynamic content to capture visitor interest and provide valuable information for employers.
- Employers will be able to access HR resources, toolkits and industry reports to grow their ability in hiring people with disabilities.
- Promotional videos interviewing leading companies will drive home the business case and promote best practices in this space.
- Variety of social media to raise awareness of the portal and promote the business case with regular posts, i.e. 2-3 posts/week.
- Canadian Business Sense Ability has developed a step-by-step guide for employers to simplify and make-easy the recruitment process.

- Employers will receive information on leading practices for hiring, retaining and integrating employees with disabilities into their workforce.
- This program is being offered in six municipalities in Ontario.

G. Jones adds if the Corporation of the City of Windsor acquires a landing page, this would allow for tracking the number of people who have signed up as the profile is matched to a specific job posting.

In response to a question asked by the Co-Chair regarding if Discover Ability is working with employment agencies in the city, K. McShan responds the Unemployment Help Centre has signed with the Network.

Moved by N. Petro, seconded by R. Pappini,

That the Corporation of the City of Windsor **BE REQUESTED** to consider subscribing to the Discover Ability Network for the purpose of hiring people with disabilities as they represent an untapped talent pool that can help fuel innovative growth and a measured return on investment.

Carried.

S. McCabe suggests the link for the Discover Ability Network be added to the City of Windsor's website.

5. Business Items

5.1 Funding Application – 350 City Hall Square West

Wadah Al-Yassiri, Project Administrator is present and requests funding in the amount of \$69,000 from the Capital Project Fund for the purchase of 23 new door operators, push buttons, wiring, door strikes and programming into the access control system.

G. Jones expresses concern that a number of the doors in the New City Hall are quite heavy and complaints have been received from employees with specific health issues indicating the doors are difficult to open.

W. Al-Yassiri indicates the doors were gauged to be within the allowable opening force and some doors were dialed down to allow for easier opening.

Cathy Savoni, Disability Management Specialist states numerous complaints regarding the doors (mostly on the upper floors) were received from city staff.

In response to a concern expressed by G. Jones regarding the individual cost of the push buttons, W. Al-Yassiri explains if these are purchased by different trades (other than the contractor of the building) the two year warranty on the building will be negated.

He adds the opportunity of matching funds for the purchase of 23 door push buttons exists now.

S. Bagga asks why the doors are so heavy and why the hardware wasn't compatible. He adds he is perplexed as to why WAAC is asked to fix something that should have been done in the first place.

It is generally agreed that the doors need to be addressed and although this is not an optimal situation, the Committee is willing this time to help to provide needed support to better the accessibility.

The Co-Chair notes he has misgivings that a request of this nature will come back to WAAC in the future.

Moved by R. Pappini, seconded by S. McCabe,

That 50% of the invoiced work for the installation of twenty-three (23) new door operators, push buttons, wiring, door strikes and programming into the access control system with the location of the doors/push buttons as recommended by the Accessibility/Diversity Officer to an upset limit of \$69,000 from the Capital Project 7086008 (Accessibility Fund) **BE APPROVED** and further, that a plaque acknowledging the contribution by the Windsor Accessibility Advisory Committee and City Council **BE ERECTED**.

Carried.

The Co-Chair requests WAAC tour the new City Hall in the near future.

5.2 Funding Application – Accessible Washroom at Mackenzie Hall

A revised Proposal from Facilities for funding from Capital Project 7086008 is distributed and **attached** as Appendix "A".

Mel Douglas, Manager Parks & Facilities, Assets and Projects appears before the Committee and advises the proposed project is to renovate and expand the existing 2nd floor washrooms at Mackenzie Hall and to improve the accessibility and functionality of the washrooms. She indicates they are requesting \$125,000 from the Windsor Accessibility Advisory Committee to undertake these improvements to the 2nd floor washrooms. She adds the majority of those visiting Mackenzie Hall congregate on the 2nd floor.

S. McCabe suggests an occupational therapist be retained to assist with planning for the washroom layout.

Don Wilson, Friends of the Court, Mackenzie Hall, states the architectural and historical merit of the building must be maintained.

S. Bagga suggests that urinals be added along with electronically operated change tables.

G. Jones acknowledges this is a worthy endeavour, but WAAC must be mindful of the available funding remaining in the Capital Fund. She adds that there should be a Departmental budget for the project first and then perhaps their request should be for accessible amenities that are beyond the Building Code requirements, i.e. a change table or lift.

M. Douglas advises there may be unallocated funds in the amount of \$50,000 to \$60,000 available within their department, but it would be helpful to know what WAAC can provide.

The Co-Chair states WAAC is not prepared to provide a dollar amount. He suggests Facilities come back with a project that outlines what is required.

Moved by N. Petro, seconded by J. Hotson,

That representatives from Facilities and Recreation **BE REQUESTED** to attend a future meeting of the Windsor Accessibility Advisory Committee and to come back with additional information relating to the renovation and expansion of the second floor washrooms at Mackenzie Hall.

Carried.

S. McCabe voting nay.

5.3 Revisiting Miracle Field and Park Conditional Funding Application

The following motion was approved by WAAC at its meeting held February 27, 2018:

Moved by S. Bagga, seconded by P. Best,

*That an expenditure from the Capital Project 7086008 (Accessibility Fund) in the upset amount of \$100,000 **BE APPROVED** for the purchase of accessible amenities for the Miracle Park Project subject to the successful award of the Canadian Tire Jumpstart Charities Accessibility Grant, that a plaque **BE ERECTED** acknowledging the contribution by the Windsor Accessibility Advisory Committee and City Council, and further, that the Windsor Accessibility Advisory Committee **BE INCLUDED** in the planning details and will get final choice in the purchases tied to the funds.*

Carried.

G. Jones indicates the WAAC funding in the amount of \$100,000 was conditional subject to the successful award of the Canadian Tire Jumpstart Charities Accessibility Grant. She adds the Miracle Park Project was unsuccessful in acquiring the grant.

5.4 Sub Committee Updates

No updates are provided.

6. Accessibility Officer's Report

G. Jones advises the City is currently undertaking a Corporate Workplace Census which includes a number of questions relating to disability. She notes the results will provide statistics relating to employees with disabilities within the Corporation.

7. Chair's Report

Discussion ensues regarding the purchase of a Commemorative Bench in memory of Sandra Friesen, former member of WAAC. It is generally agreed members of Sandra Friesen's family will be contacted to determine a location for the commemorative bench.

Moved by R. Pappini, seconded by S. McCabe,

That **APPROVAL BE GIVEN** to an expenditure in the upset amount of \$1,500 for the purchase of a Commemorative Bench in honour of Sandra Friesen, former member of WAAC.

Carried.

8. New Business

8.1 Confirm & Ratify E-mail Poll relating to Keynote Speaker

Moved by J. Hotson, seconded by S. Bagga,

That the following motion **BE CONFIRMED AND RATIFIED:**

That approval be given to an expenditure in the upset amount of \$7,000 to host Mr. Warren Macdonald, Keynote Speaker who in February 2003, became the first double amputee to reach the summit of Africa's tallest peak, Mount Kilimanjaro, and further, that the event be held on a date and venue to be determined.

Carried.

P. Best and S. McCabe voting nay.

9. Date of Next Meeting

The next meeting will be held at the call of the Chair.

10. Adjournment

There being no further business, the meeting is adjourned at 4:05 o'clock p.m.

CO-CHAIR

COMMITTEE COORDINATOR