



**HALIFAX**

# **Accessibility Impact Section for Staff Reports**

## **Recommendation Report**

Office of Diversity and Inclusion/ANSAIO

2022-02-28

# The Motion

January 25, 2021 Executive Standing Committee motion (Item 12.4.1):

Moved by Councillor Mason, seconded by Councillor Blackburn

THAT Executive Standing Committee requests a staff report regarding the inclusion of an “Accessibility Impact” section in all staff reports.

# Recommendation

It is recommended that Executive Standing Committee recommends that Halifax Regional Council direct the Chief Administrative Officer, through the Office of Diversity and Inclusion/African Nova Scotian Affairs Integration Office (ANSAIO), to develop diversity and inclusion guidelines for all staff reports, rather than create a specific accessibility impact section. The goal of these guidelines is to ensure that diversity, equity, inclusion, and accessibility are considered at all stages of the report-writing process.

# Jurisdiction Scan

A jurisdictional scan was conducted to explore how other municipalities represent the needs of persons with disabilities and other diverse groups in their council reports. It was determined that a few municipalities have included sections on the implications of a report on communities of diverse backgrounds:

- Ottawa: Indigenous, Gender and Equity Implications section in the committee and council report template
- Edmonton: the Department of Urban Planning & Economy applies a GBA+ lens to council reports on zoning and land use regulations
- Calgary: Social Wellbeing Principles of Equity, Truth and Reconciliation, Culture and Prevention

# Discussion

- An accessibility impact section alone may be limiting and may not acknowledge and address the multiple and intersecting aspects of social exclusion of all diverse communities.
- Moving beyond an accessibility impact section, to developing holistic diversity and inclusion guidelines, will help address more aspects of social exclusion and remove barriers.
- Based on this it is proposed to add diversity, equity, inclusion, and accessibility considerations lens to all staff reports.
- To support this, the Office of Diversity and Inclusion/ANSAIO will develop guidelines to assist municipal staff



# The Diversity and Inclusion Guidelines

- The Diversity and Inclusion Guidelines help report authors and collaborators to inform the direction of municipal services, programs, and projects with a deeper focus and multidimensional view of diverse communities.
- The Diversity and Inclusion Guidelines ensure that inclusion and participation of all residents can be achieved, and that the insights from groups who face systemic barriers and inequities are sought and reflected in reports, recommendations, and outcomes.
- The Diversity and Inclusion Guidelines recognize and address systemic barriers and inequities people face by asking report authors and collaborators a series of questions to consider when developing reports.
- The Diversity and Inclusion Guidelines seek to incorporate diverse perspectives into the municipality's work



Thank you

