



HALIFAX

HRM Accessibility Strategy

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Action Items:

**Public
Transportation
&
Transportation
Infrastructure**



Public Transportation

- Implement Mobile Data Computer Software, online booking, and automatic fare systems to improve Access-a-bus booking service.
- Develop a passenger survey regarding accessible services to measure success
- Ensure all bus stops follow accessible standards (e.g., well-maintained shelters)

Public Transportation

- Increase public awareness, to the disability community, around snow removal
- Develop system for booking accessible transportation within the Halifax region (i.e. accessible taxis, Access-A-Bus, regular bus, ferries)

Questions

1. What kinds of barriers do you experience with public transportation or transportation infrastructure?
2. Do you think that the actions HRM has listed may remove the barriers that you experience? Why or why not?
3. Do you have any ideas for how public transportation and transportation infrastructure could be improved?



Action Items:

Built Environment



Built Environment

- Use Rick Hansen gold certification and CSA B561-18 standards for future infrastructure in the Halifax region (e.g., Rick Hansen curb cuts, public washrooms, CSA standards for accessible parking spaces)
- Adopt Rick Hansen gold certification and CSA B561-18 standards for current infrastructure, including street infrastructure, owned by HRM

Built Environment

- Develop review system to audit buildings, public facilities, recreational parks/playgrounds, and trails to assess when repairs or upgrades are needed to maintain accessibility
- Ensure that all signage (including new signage templates), walkways, and equipment for beaches, parks, playgrounds, and recreational facilities (e.g., proper gymnasium flooring for para sports) are accessible for individuals with disabilities



Questions

1. What kinds of barriers do you experience with in HRM buildings or outdoor spaces?
2. Do you think that the actions HRM has listed may remove the barriers that you experience? Why or why not?
3. Do you have any ideas for how the built environment of HRM could be improved?



Action Item:

Goods & Services



Goods & Services



- Improve services & operations (e.g., number of recreational support staff) to reflect the demand for accessible recreation



Questions

1. What kinds of barriers do you experience when trying to obtain municipal goods and services?
2. Do you think that the actions HRM has listed may remove the barriers that you experience? Why or why not?
3. Do you have any ideas for how accessibility of goods and services could be improved?



Action Items:

Information & Communication



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Information & Communication

- Increase training for municipal staff (e.g., recreation, fire, police, librarians) on how to serve/accommodate persons with disabilities
- Develop guide for municipal promotional materials which make them accessible to individuals with disabilities

Information & Communication

- Make the municipal internet and intranet websites and web content conform to the Web Content Accessibility Guidelines (WCAG) 2.1 format (Minimum Level AA- including job postings on Brass Ring and GIS mapping)
- Ensure plain language and clear format, for all municipal communications
- Update accessibility page on Halifax.ca to provide information on accessibility in the municipality

Questions

1. What kinds of barriers do you experience with HRM in the information and communications that they share publicly?
2. Do you think that the actions HRM has listed may remove the barriers that you experience? Why or why not?
3. Do you have any ideas for how the accessibility of information and communication at HRM could be improved?



Action Items:

Employment



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Employment

- Establish hiring procedures which requires defining accommodations for individuals with disabilities on job postings within the municipality, including accommodations available through the interview process (e.g., if a scribe is needed, etc.)
- Compile internal list of accommodations provided to employees with disabilities(e.g., visual, physical, neurodevelopmental, etc.)

Employment

- Develop a Workplace Accommodation Policy which outlines a formal process for providing accommodations to job candidates and employees with disabilities.
- Establish partnerships with external partners (e.g., universities and colleges) to provide municipal work placements and internships that are available for students with disabilities

Employment

- Develop a procedure to share municipal job postings with agencies who support individuals with disabilities seeking employment
- Develop corporate training which educates hiring managers about workplace accessibility
- Review current hiring practices and ensure that they are providing employment to individuals with disabilities

Questions

1. What kinds of barriers do you experience when seeking employment with HRM?
2. Do you think that the actions HRM has listed may remove the barriers that you experience? Why or why not?
3. Do you have any ideas for how HRM's employee and employment practices could be improved?



Conclusion

1. Based on everything we have talked about today, do you have any other feedback that you want to provide?
2. Is there anything that we didn't talk about today that you think should be part of HRM's accessibility strategy?

