

# Halifax Regional Municipality Accessibility Strategy

## Action Item Summary



### Introduction

The Accessibility Strategy was approved by Halifax Regional Council on May 18<sup>th</sup>, 2021. The Strategy outlines 30 action items that aim to make Halifax Regional Municipality accessible by 2030 as per the Nova Scotia Accessibility Act. Below is a list of these action items as well as the timeline of completion.

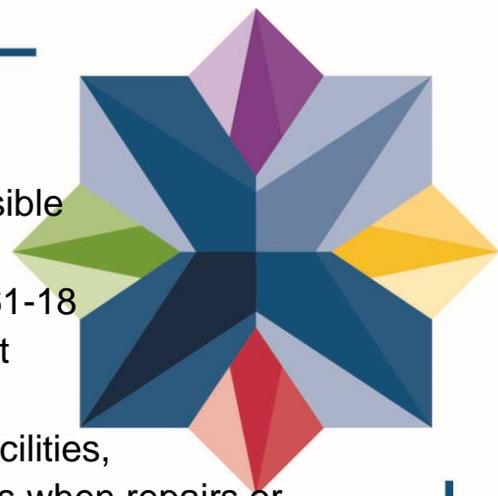
### Action Item Summary

1. Implement Mobile Data Computer Software, online booking, and automatic fare systems to improve Access-a-bus booking service. **(2020-2022)**
2. Develop system for booking accessible transportation within the Halifax region (i.e. accessible taxis, Access-A-Bus, regular bus, ferries) **(2024-2030)**
3. Develop a passenger survey regarding accessible services to measure success **(2022-2024)**
4. Ensure all bus stops follow accessible standards (e.g., well-maintained shelters) **(2020-2030)**
5. Increase public awareness, to the disability community, around snow removal **(2020-2028)**
6. Increase number of accessible taxis and/or have an alternative provider for accessible cabs in the Halifax region **(2020-2030)**
7. 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) **(2020-2030)**

8. Adopt Rick Hansen gold certification and CSA B561-18 standards for current infrastructure, including street infrastructure, owned by HRM **(2020-2030)**
9. Develop review system to audit buildings, public facilities, recreational parks/playgrounds, and trails to assess when repairs or upgrades are needed to maintain accessibility **(2020-2024)**
10. 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 **(2020-2030)**
11. Increase training for municipal staff (e.g., recreation, fire, police, librarians) on how to serve/accommodate persons with disabilities **(2022-2026)**
12. Improve services & operations (e.g., number of recreational support staff) to reflect the demand for accessible recreation **(2022-2026)**
13. Collect and maintain information from employment equity reports which indicates the number of individuals employed by the municipality who self-identify as having a disability **(2020-2022)**
14. 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.) **(2020-2022)**
15. Compile internal list of accommodations provided to employees with disabilities (e.g., visual, physical, neurodevelopmental, etc.) **(2022-2026)**
16. Develop a Workplace Accommodation Policy which outlines a formal process for providing accommodations to job candidates and employees with disabilities. **(2022-2026)**
17. Develop corporate training which educates hiring managers about workplace accessibility **(2024-2028)**
18. Establish partnerships with external partners (e.g., universities and colleges) to provide municipal work placements and internships that are available for students with disabilities **(2022-2024)**



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19. Review current hiring practices and ensure that they are providing employment to individuals with disabilities **(2024-2028)**
  20. Develop a procedure to share municipal job postings with agencies who support individuals with disabilities seeking employment **(2022-2024)**
  21. Align D&I business unit initiatives with the actions outlined in the Accessibility Strategy **(2020-2030)**
  22. Establish partnership between the accessibility advisor and business units to conduct annual business unit accessibility reviews **(2020-2022)**
  23. Develop an accessibility policy and procedures to align with the provincial Accessibility Act **(2026-2030)**
  24. Develop municipal procedures for accessible business unit consultations with the public **(2026-2030)**
  25. Establish dialogue between Accessibility Directorate and the municipality regarding accessibility in the Halifax region and compliance with the provincial Accessibility Act **(2020-2030)**
  26. Facilitate relationships between business units and accessibility community stakeholders (e.g., CNIB, Autism Nova Scotia, etc.) to improve information sharing regarding municipal services **(2024-2030)**
  27. Develop guide for municipal promotional materials which make them accessible to individuals with disabilities **(2026-2028)**
  28. 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) **(2024-2028)**
  29. Ensure plain language and clear format, for all municipal communications **(2024-2026)**
  30. Update accessibility page on Halifax.ca to provide information on accessibility in the municipality **(2024-2026)**

