

Advisory Committee of Council Staff Report



To	Accessibility Advisory Committee
Date	Tuesday, June 18, 2024
Subject	Addition of an intersectionality approach in the Multi Year Accessibility Plan

Recommendation

1. That the Accessibility Advisory Committee (AAC) review the addition of the intersectionality approach to the guiding principles in the City's upcoming Multi Year Accessibility Plan
 2. That the AAC provide staff with their recommendations
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Executive Summary

Purpose of Report

During the June 2023 AAC meeting, the committee recommended one addition to the Multi Year Accessibility Plan.

The recommendation was:

- That the Accessibility Advisory Committee recommend the draft Multi-Year Accessibility Plan with the following addition: using intersectionality to examine the guiding principles of this plan initially, from the beginning.

Key Findings

- The motion emphasizes the need to apply an intersectional approach to the guiding principles of the Multi Year Accessibility Plan from the start.
- Intersectionality in this plan would involve considering how different aspects of a person's identity can combine to create different modes of discrimination and privilege.

Strategic Plan Alignment

This report's key findings and recommendations align with Strategic Plan priorities areas of People and Economy, City Building, and Foundations.

Also noting that the City's Strategic Plan values highlight Inclusion – Stronger for Our Differences – as well as Learning – Always Learning.

The addition of noting the intersectionality approach to the plan in general demonstrates the City's commitment to celebrating a diverse and equitable community.

Financial Implications

None

Report

At the June 2023 AAC meeting, the following motion from the committee highlighted the importance of embracing an inclusive approach to equity, recognizing the intersectionality of disability with other axes of identity.

That recommendation was:

- That the Accessibility Advisory Committee recommend the draft Multi-Year Accessibility Plan with the following addition: using intersectionality to examine the guiding principles of this plan initially, from the beginning.

This motion guided the following addition to the Multi Year Accessibility Plan's guiding principles:

Finally, applying an intersectional lens, through engagement opportunities, to these guiding principles and the work identified in this plan reveals a commitment to equity at its core. The intersectionality of disability and other social identities, such as race, gender, age, and socioeconomic status aim to eliminate barriers and create equal opportunities for all members of the community.

This statement underscores the importance of accessibility, emphasizing that it is not just about physical access but about ensuring equitable benefit for all. The plan's historical context, dating back to the 1990s, shows a progressive evolution in addressing accessibility, with a proactive stance that not only meets but strives to surpass the AODA standards.

The incorporation of universal design principles further highlights a forward-thinking strategy, aiming to create an environment that is inherently accessible to everyone, thereby recognizing the individuality of each person. This holistic view aligns with the city's vision to foster an inclusive and equitable community where diversity is not just recognized but celebrated as a strength.

In implementing the plan, staff will actively seek to understand the influence of intersectionality on their professional duties and customer relations, encompassing the services, programs, and facilities under their purview.

Consultations

Accessibility Advisory Committee

Attachments

Attachment 1 – Presentation_Recommended Addition to the Multi Year Accessibility Plan

Report Author

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