

April 2012

# CORPORATION OF THE COUNTY OF ESSEX

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Adopted by County Council – April 4<sup>th</sup>, 2012



# ACCESSIBILITY PLAN

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# INTRODUCTION

## People with Disabilities in Canada/Ontario

People with disabilities represent a significant and growing part of our population. Statistics Canada's Participation and Activities Limitations Survey (PALS) provides demographic information on people with disabilities using data collected in the most recent census. The 2006 Census provided essential information on the prevalence of various disabilities and supports for people with disabilities, their employment profile, their income and their participation in society. As a result, it was determined that approximately 4.4 million people in Canada have disabilities, representing 14.3% of Canada's population. Within Ontario, approximately 1.85 million people have disabilities, representing 15.5% of Ontario's population.

National statistics, in 2006, indicate that 43.4% of people aged 65+ have a disability, 11.5% of people aged 15-64 have a disability and 3.7% of children aged 0 -14 have a disability.

In 2006, statistics indicate that 47.2% of Ontario's seniors (age 65+) have a disability. Among the working age population (age 15-64), 12.6% have a disability. Among children (age 0 to 14), 3.8% have a disability.

Projections show that by 2021, seniors with disabilities will outnumber 25-64 year olds with disabilities. In 2026, the majority of people with disabilities will be 65 years of age or older – some 3.05 million people in Canada. <sup>[1]</sup>

## *The Ontarians with Disabilities Act, 2001*

On December 14<sup>th</sup>, 2001, the *Ontarians with Disabilities Act, 2001* (ODA) received Royal Assent. This legislation was created out of recognition of the importance of improving opportunities for people with disabilities in Ontario and in receiving their involvement in identification, removal and prevention of barriers. The ODA requires Ontario government ministries, as well as municipalities and other key broader public sector organizations to prepare annual accessibility plans. Section 11 of the ODA establishes the duties of Municipalities and requires the following:

### ***Municipal accessibility plans***

11. (1) *Each year, the council of every municipality shall,*

- (a) prepare an accessibility plan; and*
- (b) either*
  - (i) seek advice from the accessibility advisory committee that it establishes or continues under subsection 12(1), or*
  - (ii) consult with persons with disabilities and others, if the council has not established or continued an accessibility advisory committee under subsection 12(1).*

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<sup>[1]</sup> Statistics from Ministry of Community and Social Services – Popular Topics  
[http://www.mcscs.gov.on.ca/mcscs/english/topics/pop\\_ado\\_stats.htm](http://www.mcscs.gov.on.ca/mcscs/english/topics/pop_ado_stats.htm)

## **Contents**

(2) *The accessibility plan shall address the identification, removal and prevention of barriers to persons with disabilities in the municipality's by-laws and in its policies, programs, practices and services.*

## **Same**

(3) *The accessibility plan shall include,*

(a) *a report on the measures the municipality has taken to identify, remove and prevent barriers to persons with disabilities;*

(b) *the measures in place to ensure that the municipality assesses its proposals for by-laws, policies, programs, practices and services to determine their effect on accessibility for persons with disabilities;*

(c) *a list of the by-laws, policies, programs, practices and services that the municipality will review in the coming year in order to identify barriers to persons with disabilities;*

(d) *the measures that the municipality intends to take in the coming year to identify barriers to persons with disabilities;*

(e) *all other information that the regulations prescribe for the purpose of the plan.*

## **Availability to the public**

(4) *A municipality shall make its accessibility plan available to the public.*

Even though the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) received Royal Assent on June 13, 2005 and is now the law, the provisions of the ODA remains in force until the Act is repealed. The previous Minister of Community and Social Services advised that the *Ontarians with Disabilities Act* would be repealed once the regulations for the five standards under the *Accessibility for Ontarians with Disabilities Act, 2005* are all in place. Appropriate aspects of the *Ontarians with Disabilities Act* will be incorporated into the *Accessibility for Ontarians with Disabilities Act, 2005* at that time.

This means that public sector organizations including Government ministries, municipalities, hospitals, school boards, colleges, universities and public transportation organizations are still legally required to prepare accessibility plans and to make these plans available to the public.

The legislative requirement that municipalities having a population of 10,000 must establish an Accessibility Advisory Committee, continues under the AODA.

## *The Accessibility for Ontarians with Disabilities Act, 2005*

Following extensive public consultations across the Province in early 2004, the Ministry of Citizenship and Immigration drafted new legislation

to benefit all Ontarians by establishing a goal of achieving accessibility for people with disabilities by the year 2025. To achieve this goal, the AODA legislates the development, implementation and enforcement of accessibility standards concerning goods, services, accommodation, facilities, buildings and employment. Improvements will be phased in, in stages of five years or less, moving towards an accessible Ontario in 20 years.

The *Accessibility for Ontarians with Disabilities Act, 2005*, was passed by unanimous vote by the Ontario Legislature on May 10, 2005. On June 14<sup>th</sup>, 2005 it received Royal Assent and came into force.

The AODA applies to both the public and private sectors. It also applies to the legislative assembly.

The AODA includes standards that set out the measures, policies, practices and other steps needed to remove and prevent barriers for people with disabilities. The standards address the full range of disabilities – including physical, sensory, hearing, mental health, developmental and learning. That is, both visible and invisible disabilities are included. They are mandatory and include time periods for implementing accessibility requirements in stages of five years or less. Standards cover such areas as: accessible buses, safe pedestrian routes into buildings, automatic doors at entrances, lower counter heights at cash registers, large-print menus, accessible washroom facilities, staff training in serving customers with learning disabilities, and adaptive technology in the workplace.

Accessible Standards Development Committees were formed including persons with disabilities, representatives of industries or sectors to whom the standards apply, the Ontario government and others to develop standards. These Committees submit proposed standards to the government for approval as regulations.

Once a standard has been adopted as a regulation, all affected persons and organizations are required to comply within the timelines set out in the standard. The government is taking a modern, transparent approach to enforcement. Organizations covered by standards are obliged to file accessibility reports annually or as required, confirming compliance, and make them public. Spot audits will verify the contents of reports, and there will be tough penalties for non-compliance. To strengthen accountability, the Minister will prepare an annual report on progress in removing and preventing barriers.

In addition, the Lieutenant Governor, within four years of the legislation coming into force was required to appoint a person to undertake a comprehensive review of the Act's effectiveness. On June 12, 2009, Charles Beer was appointed to conduct the first independent review of the act. From September to December 2009, Mr. Beer consulted with a wide range of individuals and groups from across Ontario. On May 31, 2010, Community and Social Services Minister Madeleine Meilleur tabled Mr. Beer's report in the Ontario Legislature. A copy of the Beer report is available at this link:

[http://www.mcass.gov.on.ca/en/mcass/publications/accessibility/charles\\_beer/tableOfContents.aspx](http://www.mcass.gov.on.ca/en/mcass/publications/accessibility/charles_beer/tableOfContents.aspx)

In August 2010, the Ontario Government released their response to the Beer Report. A copy is available at this link: [http://www.mcass.gov.on.ca/en/mcass/programs/accessibility/understanding\\_accessibility/reviewOfLegislation\\_letter.aspx](http://www.mcass.gov.on.ca/en/mcass/programs/accessibility/understanding_accessibility/reviewOfLegislation_letter.aspx)

One of the recommendations of the Beer Report, based on input received from people across the Province, was for the need to align the standards. As a result, then government agreed to integrate the information and communications, transportation and employment standards. It is anticipated that at some point in the future, the Accessible Customer Service Standard will also be integrated with the other three. Most of the changes that will result from the Built Environment Standard, once it is completed, will be reflected in changes to the Ontario Building Code. The rest, however, will also be integrated into this regulation.

The Accessibility Standards Advisory Council advises the Minister on the development of accessibility standards and on education campaigns to help private and public sectors, as well as the general public, understand the goals and requirements of the Act.

Attitudes are one of the biggest barriers facing people with disabilities. Under the AODA, the responsibilities of the Accessibility Directorate of Ontario include conducting public education programs on the purpose and implementation of the Act. Among the public education activities are information and training for schools, colleges, universities, trade or occupational associations and self-governing professions to build awareness of accessibility into the educational experience.

## Standards Development Committees

Originally, Standards Development Committees (SDC) were appointed to draft Standards in 5 areas. They are:

- Customer Services
- Transportation
- Information and Communications
- Built Environment (buildings, structures and public spaces)
- Employment.

The Customer Services Standard Development Committee was appointed first and the resultant Accessible Standard for Customer Service was enacted as Ontario Regulation 429/07 on July 27, 2007. An accompanying exemption was also filed regarding that standard as Ontario Regulation 430/07. These regulations came into effect January 1, 2008. Public Sector organizations had until January 1, 2010 to comply with the regulation. Private Sector organizations have been given an additional two years to comply. A copy of the Ontario Regulations 429/07 and 430/07 are available on e-laws at [http://www.e-laws.gov.on.ca/html/source/regs/english/2007/elaws\\_src\\_regs\\_r07429\\_e.htm#BK1](http://www.e-laws.gov.on.ca/html/source/regs/english/2007/elaws_src_regs_r07429_e.htm#BK1).

As mentioned above, the Information and Communications Standard, Transportation Standard and Employment Standard have been integrated into one Regulation. The proposed Integrated Accessibility Regulation was posted for public review from February 1 to March 18, 2011 and then the final version was enacted as Ontario Regulation 191/11 on July 1, 2011. A copy of Ontario Regulation 191-11 is available on e-laws at: [http://www.e-laws.gov.on.ca/html/regs/english/elaws\\_regs\\_110191\\_e.htm](http://www.e-laws.gov.on.ca/html/regs/english/elaws_regs_110191_e.htm)

A draft of the Accessible Built Environment Standard Development Committee was first circulated for public input in 2009. The initial proposed standard was released for public review from July 14, 2009 to October 16, 2009. The committee revised the initial draft standard to reflect the public's input. Currently, the status of the draft Accessible Built Environment standard is that work is continuing on it. A final proposed

standard will have to be submitted to the Minister of Community and Social Services who will determine what will become law and when.

## ESSEX COUNTY COUNCIL COMMITMENT TO ACCESSIBILITY PLANNING

Since September of 2003, when the first generation Accessibility Plan for the Corporation of the County of Essex was adopted by Essex County Council, the Corporation has been making every effort to implement the initiatives approved in the annual Accessibility Plans.

Many physical changes to County owned or operated facilities have been made to remove barriers. As noted in previous Accessibility Plans these have included:

- the removal of the exterior lift at the Essex County Civic Centre and the installation of a new ramp
- relocation of accessible parking at the Civic Centre, including line painting and signage
- the construction of a family washroom on the main floor of the Civic Centre, complete with automatic doors
- renovations to other existing washrooms within the Civic Centre to make them more accessible
- additional automatic doors were installed at the east entrance of the Civic Centre
- ramp to the shade rock garden/fountain at the Civic Centre
- adjustable table in the Civic Centre Cafeteria
- replaced chairs in the Committee Rooms in the Civic Centre with chairs that are adjustable, swivel and have casters
- renovations to County Administration reception desk to improve Accessibility
- continuing renovations to the Sun Parlor Home for Senior Citizens in Leamington to improve the accessibility of that entire facility for the residents and visitors
- renovation of County Council Chambers to remove physical mobility barriers and installation of FM system for audio enhancements

Other accessibility initiatives in previous Accessibilities Plans have included:

- sensitivity training for County of Essex employees to enhance their awareness of accessibility issues and to provide them with knowledge on how to effectively serve people with disabilities and how to remove attitudinal barriers
- the annual Accessibility Workshop, designed to provide a day filled with motivational/inspirational speakers and educators who focus on

ways in which to make our communities barrier free-both physical and attitudinal barriers

- partnership to provide a 211 service in Windsor-Essex County providing improved access to community, government, health and social services
- continual expansion of the eBook and eAudiobook collections available through the Essex County Library website
- implementation of an employee return to work policy for County of Essex employees
- annual promotion of National Accessibility Awareness Week through activities and education such as wheelchair basketball games in an elementary school
- annual publication of a newsletter providing information on activities of the Accessibility Advisory Committees throughout the region
- development of Accessible Customer Service Policy, Practices and Procedures for services provided by the County of Essex and Accessible Customer Service training for all employees and Council of the County of Essex

The Council of the Corporation of the County of Essex remains committed to ensuring that the facilities, services and programs provided by the County are available to all residents including people with disabilities. The process of identifying barriers is constant. New initiatives continue to be identified and have been incorporated in the 2012 Accessibility Plan and will continue to be implemented in subsequent Accessibility Plans.

In accordance with the Integrated Accessibility Standard, commencing January 1, 2013, a municipality (meeting the definition of a 'large organization') will be required to prepare a Multi-year Accessibility Plan which must be reviewed at least once every five years and prepared in consultation with the Accessibility Advisory Committee and persons with disabilities. The multi-year plan will also be required to be posted on the website and be available in alternate formats upon request.

## AIM

The Essex County Accessibility Plan 2012 provides an update on the status of the initiatives identified in prior years' Accessibility Plans. It also sets out the initiatives that will be undertaken in 2012 to identify, remove and prevent barriers to people with disabilities, including staff who utilize the facilities, services and programs provided by the Corporation.

## OBJECTIVES

This Report:

- 1) Describes the facilities, policies, programs, practices and services of the Corporation of the County of Essex and the initiatives that have been undertaken within the past year to identify and eliminate barriers to people with disabilities.



- 2) Reviews initiatives the Corporation of the County of Essex included in prior years' Accessibility Plans and provides a status report on the implementation of those recommendations.
- 3) Describes the measures the Corporation of the County of Essex will take in the coming year to implement the approved recommendations of the 2012 Accessibility Plan and to identify, remove and prevent barriers to people with disabilities.
- 4) Describes the ways that the Corporation of the County of Essex will make this accessibility plan available to the public.

## DESCRIPTION OF THE CORPORATION OF THE COUNTY OF ESSEX

### Mission Statement of the Corporation of the County of Essex

The County of Essex is a municipal corporation of elected officials and employees working together to meet the challenges of today while respecting our past and preparing for our future.

### Municipal Statistics

Essex County is Canada's southernmost county, located on a peninsula of land surrounded by Lake St. Clair to the north, the Detroit River to the West and Lake Erie to the south. The County has a population of over 177,000 and an overall area of 1720 km<sup>2</sup>.

### Essex County Council

The Corporation of the County of Essex is an upper tier municipality comprised of 14 members being the Mayor and Deputy Mayor of each of the 7 local municipalities within the County of Essex. One of the 14 County Councillors is elected as the Warden who serves as the Head of County Council.

### Service Responsibilities and Financial Obligations

The Corporation of the County of Essex is responsible for providing services that are common to all municipalities in Essex County thereby minimizing the need for duplicate services and administration. These services include transportation services, libraries, homes for the aged, planning, emergency management co-ordination, community services, emergency medical services and general government administration.

As well, the County of Essex is a funding partner for regional services including social services, child care, social housing, public health, economic development, tourism and property assessment.

## 2012 County Budget

The gross budget expenditure for The Corporation of the County of Essex for the year 2012 is \$118,833,290. The resultant Net Operating Requirement for 2012 is \$73,555,720.

### Staffing

The staff complement of the Corporation of the County of Essex consists of approximately 445 full-time employees and 250 part-time employees.

### Facilities Owned/Leased by the Corporation of the County of Essex

#### **Essex County Civic and Education Centre**

**360 Fairview Avenue, Essex, N8M 1Y6**

The building at 360 Fairview Avenue (also known as the Essex County Civic and Education Centre) became home to the County Administration offices in October of 1975.



The administrative offices for Essex County Council Services, Corporate Services, Engineering, Human Resources, Planning, Emergency Management Co-ordination, Emergency Medical Services, Community Services and the Essex County Library are all located in the Civic Centre. The County of Essex Council Chamber is also located in this building, as well as a number of Committee Rooms which are utilized by the owners and tenants of the building and other community organizations.

The building was a joint effort between the County Public School Board, the County Roman Catholic School Board and the Corporation of the County of Essex. In January of 1981, the Essex Region Conservation Authority became a partner in the ownership of the Civic Centre.

The capital costs and operating expenses are shared as follows, based on the square footage occupied by each partner:

Essex Region Conservation Authority	7.87%
Greater Essex County District School Board	24.75%
Windsor-Essex Catholic District School Board	16.54%
Corporation of the County of Essex	50.84%

The construction and joint furnishing debt was paid in full in 1996.

There are currently numerous tenants in the building. The Essex Power Corporation, the Windsor Essex County Health Unit, the Essex County Federation of Agriculture, the Essex Windsor Solid Waste Authority, the Media Centre and Transportation Services are all located in the Civic Centre. The operation of the building is under the direction of the Building Management Committee and is governed by policies established by agreement among the four owners. The Committee is made up of two elected and one or more appointed staff member (s) from each body. The appointed person is a resource person and is not accorded a vote. The Committee meets infrequently during the year (typically two times).

Any renovations, alterations or improvements to the Civic Centre must be approved by the Building Management Committee. The Corporation of the County of Essex is not able to unilaterally make changes to the facility.

Many of the barriers identified in the previous Accessibility Plans related to physical accessibility barriers in the Civic Centre. Most of those have been addressed.

The latest renovation to improve accessibility in the Civic Centre was in the Council Chambers. As the primary user of the Chambers, Essex County Council decided to proceed with renovations to the Chambers in 2010/11, at its own cost. Renovations were completed in March 2011.

### **Transportation Services Facilities**

The Engineering, Transportation Planning and Construction Services Divisions operate from offices in Suite 201, on the main floor of the Essex County Civic Centre, 360 Fairview Avenue West in Essex.

The Maintenance Operation Division operates from four year round depots and two seasonal depots.

Year Round Maintenance Facilities:

- Maintenance Depot, 1941 Road 4 E, Kingsville
- West End Depot, 2100 Cty Rd 12, Essex
- West Pike Creek Depot, 11965 Cty Rd 42, Tecumseh
- Tilbury North Depot, 2400 Comber Side Rd, Lakeshore

Seasonal Maintenance Facilities:

- Harrow Yard, 970 Cty Rd 41, Harrow
- Comber Yard, 5805 Cty Rd 46, Comber

All Maintenance Depots have varying degrees of material storage, equipment housing, office and washroom facilities. These maintenance depots are not service locations that the general public would readily visit. Primarily, only roads maintenance staff have occasion to frequent these facilities.

### **Essex County Library Facilities**

The Essex County Library operates a system of 14 branch libraries that provide library materials and services, free of charge, to all residents of Essex County. The Library's mission statement is *to make available to the residents*

*of Essex County reading, viewing and listening materials for general knowledge, cultural enrichment, education and recreation; authoritative and timely information in support of daily living, educational pursuits and intellectual curiosity; and to encourage the youngest members of the community to read and learn.*

**Library facilities are provided by the local municipality** with one facility located in each of Amherstburg, LaSalle, Leamington and Tecumseh, three facilities in both Essex and Kingsville and four in Lakeshore. While the local municipalities provide the facility for the Library Branches, the Essex County Library Board is responsible for furnishing the inside of the buildings with shelving, furniture, equipment, library resources and employs the staff who deliver all the services the Essex County Library provides.

Library administration offices are located in the lower level of 360 Fairview Avenue West, Essex in Suite 101. Administration, computer network services, ordering and processing of library materials are centralized there, so branches can focus exclusively on serving the public during hours that range from 59 hours a week at the largest branches to 12 at the smallest. Only library staff access the library administration offices.

Beginning in 2008, the LaSalle, Leamington and Tecumseh branches began to have Sunday hours in addition to their regular weekday and Saturday hours of operation. Sunday hours are not, however, available during the months of June, July, August and September.

The Essex County Library is funded primarily through the County of Essex. The Library's annual budget totals approximately \$4,400,000 with wages and benefits comprising 64% and library materials about 17%.

A Library Board, appointed every four years by Essex County Council, in accordance with the *Public Libraries Act*, has 4 members from the current County Council. There are 3 lay appointees. The Board is responsible for setting policy and reviewing the overall performance of the Library. The Board's budget is approved annually by County Council.

The local municipalities have been striving to address the physical barriers that exist in some of the older library facilities in order to make the buildings more accessible for all patrons. In some instances, like in the Town of Essex, library branches have been relocated to more accessible buildings. The McGregor Library was relocated to a new Community Centre, providing a larger, more accessible facility. The Town of Kingsville also opened a new library in March 2010, replacing the inaccessible Carnegie Library.

In 2012, the LaSalle Library will be temporarily relocated to an accessible building at Crossings Outlet Mall, while a new, accessibility facility is constructed to house that branch. As well, the Town of Lakeshore is currently investigating options for construction a new Library in conjunction with a multi-purpose recreation complex. Input will be provided to ensure an accessible design for that branch, as well.

Over the past several years, the Library has been improving technology to enhance services for all patrons, as well as for staff. JAWS software, which was recently upgraded, is installed on computers at the Tecumseh, Essex and LaSalle Branches. There is a Braille printer at the Essex Branch. SARA, a scanning and reading appliance which makes printed documents accessible for people with low vision or who are blind through magnifying the print or having the document read out loud in 12 different languages, is available at the Leamington Library. Zoom Text, which provides computer access through an enlarged screen, is also available at the Cottam, Kingsville and Ruthven branches. As a result of upgrading the library catalogue, the site now has an 'ADA' mode button which assists people using a screen

reader. The Library also continues to apply for grant funding, when available, which would enable the purchase of 'accessible technology solutions' for all workstations in all the branches.

The Essex County Library Board continues to expand and enhance their on-line library services by providing eAudioBooks and eBooks available for download through their website. In 2011, the Essex County Library began offering a free online download music service. People are able to download up to three songs per week from the Sony Canada Music database. As well, as the online resources available, they have books in large print format and DVD's with closed captioning. The growth of the on-line, virtual collections has provided enhanced service delivery options for people who are not able to physically get to a library branch. As well, for residents who do wish to get a print copy of a book, but cannot get to a library branch due to medical reasons, staff at their branch will deliver materials. Collections are also sent to local long term care facilities.

As well as addressing the accessibility of services to the public, the Essex County Library has been addressing the accommodation requirements of staff. In 2011 one employees workstation was replaced in order to accommodate a disability. Included in the workstation is a touch screen monitor; voice recognition software (Dragon Speak Pro) and an ergonomically designed mouse which utilizes the whole arm rather than just the wrist.

In accordance with the Integrated Accessibility Standard, in 2011 the Essex County Library evacuation procedure documents for all its branches. These documents have been printed in large format and posted at the branches. They are also available in alternate formats upon request.

### Sun Parlor Home for the Aged and Victoria Street Manor



In 1900, the Corporation of the County of Essex approved the development of a Home to care for the elderly within the County. The original Home, located in Leamington, accommodated approximately thirty-five (35) individuals. Over the years, the Home was improved and enlarged. In 1955, a new addition was built providing 57 residential care beds, lounges, a library/boardroom, and administration area. The existing building was completely renovated, providing accommodation for a total of 91 residents. The original building was demolished in 1961. A new wing was completed in 1962 and the capacity of the Home was approved to 225 beds. In 1966, additional beds were created which increased the capacity to 240. Also, at this time, additional office space, an enlarged laundry area, and a shipping/receiving area were constructed. In 1971, the Home increased bed capacity by 52 with the construction of an additional wing. The facility, designed over time to accommodate a bed capacity of 294, was a two-storey building consisting of 96,200 square feet (approximately 2.2 acres).

The present Sun Parlor Home, located at 175 Talbot Street East in Leamington, was completed in early 1992. The Home has a capacity of 206 residents and has 60,000 additional square feet of living space.

While the SPH was designed to exceed accessibility standards from the day when it was constructed in 1992, over the past decade, general wear on some fixtures and furnishings, as well as the increasingly frail nature of the residents, has created accessibility issues. To address these issues, a Home Improvement Committee was formed at the Sun Parlor Home. This Committee continues to investigate options for refurbishing some of the common areas of the Home and is happy to receive suggestions.

Some examples of improvements over the past few years have been the purchase of a new telephone system that included options for residents' phones with louder volume controls, flashing ringers, programmable phone numbers and larger buttons; new flooring, doors equipped with automatic openers, doorway widenings, replacement of threshold moldings, accessible walkways in the courtyard, the relocation of accessible parking spaces from the side to the front of the building and the installation of some directional signage to reflect the changes.

As always, on an individual resident need basis, the Home makes every effort to facilitate the acquisition of a variety of assistive devices as may be required.

As well, the enhancements to physical assistive devices and removal of physical barriers in the Home, the activation staff provide and coordinate a number of social activities and services designed to promote inclusiveness and enhancements to the quality of life of residents. Most recently, the services of registered Music Therapists have been engaged. Music therapy can improve motor, cognitive, emotional and interpersonal skills and has been proven effective in helping seniors with dementia and Alzheimer's.

The Sun Parlor Home has also had a volunteer program in place for many years. In 2005, the Home's volunteer program was featured in a video produced by Community Living Essex, entitled "Include Me". Volunteers are always encouraged to participate at the Home through the part-time Volunteer Coordinator and an active Volunteer Auxiliary.

Since September of 1991, the Corporation has also operated a 14 bed supportive housing facility called the Victoria Street Manor. It is located at 184 Victoria St., Amherstburg.

## Emergency Medical Services Facilities

The administration offices for Emergency Medical Services (EMS), for Essex County, Windsor and Pelee Island are located on the ground level of the Civic Centre, Suite 115, located at 360 Fairview Avenue West, Essex.

Beginning January 1, 2009, the County of Essex took over the delivery of Emergency Medical Services for the entire County. Previously, the County contracted with two private services and one volunteer service for the provision of EMS services throughout much of the County. There are EMS administrative offices and an ambulance base located at 920 Mercer Street in Windsor. This facility is a two-storey structure, not utilized by the general public. The majority of the administrative offices are located on the second floor of the building. While the budget for the renovations of the building in 2004 did not allow for the installation of an elevator to the second floor,

additional office space and accessible washrooms were provided on the first floor.

There are currently two other ambulance stations in Windsor which are located at:

- 3180 Jefferson Avenue - The County of Essex leased this property until 2010, at which time it was purchased.
- 2620 Dougall Avenue - The County of Essex has a lease agreement for this facility.

Throughout the County, Ambulance stations are situated at the following locations:

- LaSalle Station – This station is located in a municipal complex and leased from the Town of LaSalle. Architectural plans for a new, joint Police, Fire and EMS facility are being designed in 2012 by the Town of LaSalle, to replace the existing municipal complex.
- Leamington Station – This was the former Leamington Day Care building and renovated as an ambulance station in 2010. It is owned by the County of Essex.
- Lakeshore Station – This is a new station, constructed in 2011 on Renaud Line. This station is owned by the County of Essex
- Tecumseh Station – This station is leased. It is located on Tecumseh Rd, near Shawnee. It is anticipated that renovations will be made to the former Tecumseh Day Care (on Lesperance Rd) in 2013 to replace the existing leased Tecumseh station.
- Kingsville Station – This station is located in a joint facility with the Town of Kingsville Fire Station on Division Road. This station is leased from the Town of Kingsville.
- Harrow Station – This is a newly constructed station in 2010 on Queen Street in Harrow. This station is owned by the County of Essex.
- Amherstburg Station – The County of Essex purchased the former AA & M Ambulance Station on Simcoe Street in 2009 and renovated it.
- Essex Satellite Station – The Essex First Response Unit is located at a satellite station at the Essex County Civic Centre. It is anticipated that a permanent Essex EMS base will be located in a new joint facility with the Essex Centre Fire Station in 2013.
- Pelee Island Station – This Station on Pelee Island is located in part of the Medical Centre.

These ambulance bases are not service locations that the general public would readily visit. Primarily, only EMS staff have occasion to frequent these facilities however, the new bases and those that have been renovated have been designed with accessibility in mind.

# THE ESSEX COUNTY ACCESSIBILITY ADVISORY COMMITTEE

The Essex County Accessibility Advisory Committee (ECAAC) was established by Council resolution on September 18<sup>th</sup>, 2002. The Committee consists of 7 members representing the following groups:

- 1 member from Essex County Council
- 2 members who are professionals from the stakeholder community
- 4 members who are people with disabilities

The Director of Council Services/Clerk, Director of Corporate Services/Treasurer, County Engineer, Manager Planning Services and other County staff deemed necessary are identified in the Terms of Reference as technical support staff to the Committee.

The following individuals were appointed by County Council to serve on the Essex County Accessibility Advisory Committee (ECAAC) for the term January 1, 2011 to November 30<sup>th</sup>, 2014:

- Linda Saxon – Chair
- Charlie Wright – Vice Chair
- Robert Bahry
- John Boyko
- Christine Easterbrook
- Rosemary Florence \*(appointed Feb. 2012)
- Therese Lecuyer

Members of both the previous and current Essex County Accessibility Advisory Committee (ECAAC) have been instrumental in continuing to identify for the County of Essex, the barriers that they believe should be addressed in the 2012 Essex County Accessibility Plan. Their recommendations have been taken into consideration and to a great extent, are the areas that will be addressed in 2012. As well, they have continued to monitor the implementation of the recommendations identified in the previous Accessibility Plans.

In 2007, the ECAAC reviewed the original Terms of Reference that were adopted when the Committee was originally established in 2002. They were successful in having their recommended amendments to the Terms of Reference adopted by County Council, which has provided the Committee with some clearer guidelines as to their roles and responsibilities.

The Committee continued with the publication of the annual newsletter which they began in 2006. The 2011 newsletter featured contributions from many of the local AAC's throughout Essex County as well as provided some educational information internet disability resources, accessible Essex County Library resources, local activities available for people with disabilities, and information on Person First Language.

The ECAAC provided a very successful 9<sup>th</sup> Annual Accessibility Workshop in October 2011. The workshop was attended by over 110 delegates and offered 5 informative concurrent workshop sessions and two keynote speaker.

The ECAAC is looking forward to planning the 10<sup>th</sup> Annual Accessibility Workshop for 2012 and hopes to attract even more delegates.

In 2009, the Chairs of the Essex County and Windsor AAC's began to meet on an infrequent basis to share information on local accessibility initiatives and to benefit from best practices. It is anticipated that those meetings will resume on a more frequent basis in 2012.



# THE ESSEX COUNTY ACCESSIBILITY PLAN WORKING GROUP

The Director of Council Services/Clerk, Mary Brennan is the Coordinator of the Accessibility Plan Working Group. The 2011 Accessibility Plan Working Group consisted of the Essex County Management Team, as well as some senior managers.

<b>Working Group Members</b>	<b>Title</b>	<b>Contact Information</b>
Mary Brennan	Director of Council Services/Clerk	(519) 776-6441 Ext 335 <a href="mailto:mbrennan@countyofessex.on.ca">mbrennan@countyofessex.on.ca</a>
Brian Gregg	Chief Administrative Officer	(519) 776-6441 Ext 325 <a href="mailto:bgregg@countyofessex.on.ca">bgregg@countyofessex.on.ca</a>
Rob Maisonville	Director of Corporate Services/Treasurer	(519) 776-6441 Ext 328 <a href="mailto:rmaisonville@countyofessex.on.ca">rmaisonville@countyofessex.on.ca</a>
Tom Bateman	County Engineer	(519) 776-6441 Ext 316 <a href="mailto:tbateman@countyofessex.on.ca">tbateman@countyofessex.on.ca</a>
Greg Schlosser	Director Human Resources	(519) 776-6441 Ext 322 <a href="mailto:gschlosser@countyofessex.on.ca">gschlosser@countyofessex.on.ca</a>
Randy Mellow	Chief, EMS	(519) 776-6441 Ext 300 <a href="mailto:rmellow@countyofessex.on.ca">rmellow@countyofessex.on.ca</a>
Bill MacDonald	Administrator, Sun Parlor Home	(519) 326-1215 Ext 202 <a href="mailto:bmacdonald@sunparlorhome.net">bmacdonald@sunparlorhome.net</a>
Bill King	Manager, Planning Services	(519) 776-6441 Ext 329 <a href="mailto:bking@countyofessex.on.ca">bking@countyofessex.on.ca</a>
Phillip Berthiaume	Emergency Management Coordinator	(519) 776-6441 Ext 243 <a href="mailto:pberthiaume@countyofessex.on.ca">pberthiaume@countyofessex.on.ca</a>

The members of the Working Group have each been responsible for the implementation of the recommendations approved in the 2011 Accessibility Plan that fall within their realm of responsibility.

# STATUS REPORT ON THE IMPLEMENTATION OF RECOMMENDATIONS APPROVED IN PRIOR YEARS ACCESSIBILITY PLANS

Since the adoption the first Essex County Accessibility Plan, Essex County Council has made every effort to implement the approved recommendations. There are, however, some Initiatives that have been identified in prior years' Accessibility Plans and not yet completed. Every effort will be made in the current year to move toward completing the outstanding initiatives.

The following tables recap the outstanding recommendations approved in the Essex County Accessibility Plans from 2003 to 2011 and provide the current status of the implementation of those recommendations:

**STATUS REPORT ON IMPLEMENTATION OF RECOMMENDATIONS IDENTIFIED IN  
2003/04 ACCESSIBILITY PLAN**

<b>Barrier</b>	<b>Objective Identified in 2003/04 Plan</b>	<b>Means to remove /prevent</b>	<b>Remedy Identified in 2003/04 Accessibility Plan</b>	<b>Remedy Approved</b>	<b>Responsibility to Complete</b>	<b>Status or Completion Date</b>
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ALL INITIATIVES COMPLETED FROM 2003/04 PLAN.

## STATUS REPORT ON IMPLEMENTATION OF RECOMMENDATIONS IDENTIFIED IN 2004/05 ACCESSIBILITY PLAN

The Corporation of the County of Essex has been undertaking the necessary action to address the following barriers in 2004/05.

Barrier	Objective Identified in 2004/05 Plan	Means to remove /prevent	Remedy Identified in 2004/05 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Lack of database of persons with disabilities for use by emergency personnel only	To improve emergency services responding to emergencies involving people with disabilities	Develop a database containing information about location of persons with disabilities and type of special assistance they would require in an emergency	In 2007, continue to work with the public in order to develop additional capabilities of the Reverse 9-1-1 system to enhance services provided to people with disabilities, i.e. a mobilization option whereby the system would call an individual and should the call not evoke a response, someone would be notified to check on that individual.	Some databases have already been developed through Community Service organizations in support of their clients. In 2011 a Committee of community partners have begun to meet to discuss the possible implementation of a Disaster Registry for People with Disabilities. Models from other Communities are being investigated.	Committee of community partners was formed in 2011 and headed up by the Essex County Emergency Management Coordinator to determine the feasibility of developing such a registry.	<b>Ongoing – draft registration forms to be developed for review and further discussion by September 2012.</b>
Lack of Available Transit for people with disabilities in the County	To assist in finding solutions to the lack of available transportation in the County of Essex	Regional Transit System	Will look for opportunities to address this issue, particularly focusing on ensuring there is accessible transportation available in an emergency evacuation situations.	Regional Transit Study commenced in 2009. Funds included in 2011 County Budget for consulting fees to bring forward final report. No funds included for implementation for 2011.	County Administration	<b>Final Report presented to County Council in 2011 – further input being sought on financial model.</b>

Barrier	Objective Identified in 2004/05 Plan	Means to remove /prevent	Remedy Identified in 2004/05 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Inaccessibility of some Essex County Library Facilities	To ensure future library facilities are accessible to people with disabilities	Essex County Branch Library Facility Policy be amended to require new branch library facilities to be accessible to people with disabilities.	Request Essex County Library Board to strengthen the wording of their Branch Library Facility policy to require new branch library facilities, provided by the local municipalities, to be accessible to people with disabilities and to strive to achieve the same standards as published in the Canadian Guidelines on Library and Information Services for People with Disabilities.	While no written policies have been established requiring new Library Branches to be accessible, as municipalities renovate or relocate library facilities, they are addressing accessibility issues. The new branches in Essex, Kingsville and McGregor were designed to be accessible.	Essex County Library Board	<b>Ongoing – new library in LaSalle to start construction in 2012; Lakeshore also considering new library.</b>
Design of some office furniture and office layouts in general are not completely accessible i.e. reception desks too high, aisles too narrow	To ensure County facilities are accessible for all County employees, Council members, and the general public	Develop Accessibility Design Standards for County facilities so that as buildings are renovated or new facilities constructed or leased, the Accessibility Design Standards would provide barrier free designs	Request Accessibility Advisory Group and Accessibility Working Group to begin to draft Accessibility Design Standards for Essex County Facilities	ECAAC will begin once Accessible Built Environment Standard adopted.	Essex County Accessibility Advisory Group and Accessibility Working Group	<b>Discussed by ECAAC in July/September 2008 – decision to await Accessible Built Environment Standard</b>

**STATUS REPORT ON IMPLEMENTATION OF RECOMMENDATIONS IDENTIFIED IN  
2005/06 ACCESSIBILITY PLAN**

The Corporation of the County of Essex has been undertaking the necessary action to address the following barriers in 2005/06.

<b>Barrier</b>	<b>Objective Identified in 2005/06 Plan</b>	<b>Means to remove /prevent</b>	<b>Remedy Identified in 2005/06 Accessibility Plan</b>	<b>Remedy Approved</b>	<b>Responsibility to Complete</b>	<b>Status or Completion Date</b>
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All Initiatives Completed from 2005/06 Plan.

## STATUS REPORT ON IMPLEMENTATION OF RECOMMENDATIONS IDENTIFIED IN 2007 ACCESSIBILITY PLAN

The Corporation of the County of Essex has been undertaking the necessary action to address the following barriers in 2007.

Barrier	Objective Identified in 2007 Plan	Means to remove /prevent	Remedy Identified in 2007 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Improve ability of persons who are hard of hearing to participate in meetings held in Council Chambers or Committee Rooms in the Civic Centre	To utilize technology to provide better communication for persons who are hard of hearing.	Utilizing FM Transmitters and Receivers	Administration has requested quotations from the Canadian Hearing Society for the acquisition of FM Transmitters and Receivers that would be used in conjunction with the audio system in County Council Chambers as well as portable FM system technology that could be used in any of the Meeting Rooms.	Quotations received in 2007. Deferred to 2010 to be completed in conjunction with Council Chambers renovations	Building Management Committee / County Corporate Services	<b>Completed in Spring 2011</b>

Barrier	Objective Identified in 2007 Plan	Means to remove /prevent	Remedy Identified in 2007 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Improve ability of persons with visual disabilities to read documentation and reports produced by the County of Essex	To develop and implement guidelines for County Staff producing reports and other documentation that will make it easier for persons with visual disabilities to view	Guidelines on contrast of colours for text and background; text size, font, and spacing, margins and columns, and paper finish.	CNIB has provided 'Clear Print' Accessibility Guidelines that will assist in the development of guidelines for all County staff to use.	Adopted CNIB Clear Print Guidelines as part of Accessible Customer Service Standard in May 2009. Additional policies and practices regarding accessible documents will be adopted after Accessible Information & Communication Standard approved.	Accessibility Standards Working Group (ASWG)	<b>Ongoing – ASWG will be meeting over next year to develop policies under Integrated Accessibility Standard.</b>
Improve safety of halls in the Civic Centre for people that are blind or have visual disabilities	To address possible impediments to safe access in the halls due to artwork protruding from walls and not extending to the floor where it can be detected by canes	Place objects (i.e. garbage receptacles) beneath protruding objects to eliminate travel hazards or have stands that extend to the floor constructed	CNIB has provided recommendations on how to address existing situations where objects in certain areas of the halls in the Civic Centre would not be detectable by a cane used by a person with a visual disability. Advise Civic Centre Art Curator of issue for consideration when future art acquisitions are being made.	Investigating options for artwork safety and security improvements in the hallways.	Building Management Committee	<b>Ongoing– researching options – temporary solutions have been put in place in hallways.</b>



Barrier	Objective Identified in 2007 Plan	Means to remove /prevent	Remedy Identified in 2007 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Improve accessibility of County Council Chambers for persons using mobility assistive devices and/or persons with visual disabilities	To address the barriers to accessibility created by the multi-level floor in Council Chambers	Extend gold contrast nosings highlighting visibility of steps, raise delegation table to main level, and install safety railings.	CNIB has provided some recommendations on improving the accessibility of the Council Chambers without significant renovations at this time.	No action taken in 2009. Grant for renovation costs unsuccessful in 2009.  Essex County Council approved renovations to Council Chambers in 2010 budget.	Corporate Services	<b>Council Chambers completed April 2011 – fully accessible</b>

## STATUS REPORT ON IMPLEMENTATION OF RECOMMENDATIONS IDENTIFIED IN 2008 ACCESSIBILITY PLAN

The Corporation of the County of Essex has been undertaking the necessary action to address the following barriers in 2008.

Barrier	Objective Identified in 2008 Plan	Means to remove /prevent	Remedy Identified in 2008 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
County Website is not meeting W3C guidelines for accessibility	To provide a website that is accessible to all people, whatever their hardware, software, network infrastructure, language, culture, geographical location, or physical or mental ability.	Research and consultation required to ensure new website is developed to meet W3C guidelines and Accessible Communications and Information Standard.	Develop a new accessible website	Web development consultant awarded contract to design new accessible website for launch early in 2010.	Clerk's Department / Corporate Services Department	<b>Launched June 2010. Continue to address accessibility issues of website with developer.</b>

## STATUS REPORT ON IMPLEMENTATION OF RECOMMENDATIONS IDENTIFIED IN 2009 ACCESSIBILITY PLAN

The Corporation of the County of Essex has been undertaking the necessary action to address the following barriers in 2009.

Barrier	Objective Identified in 2009 Plan	Means to remove /prevent	Remedy Identified in 2009 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Lacking technology solutions to make our information and communications accessible in whatever format requested	To investigate technology solutions to meet the requirements of the Accessible Information and Communication Standard	Consultation with private sector vendors and other public sectors with some expertise in accessible information & communications	Having the ability to provide information and communication in a format that is accessible to everyone and to meet the requirements of the Accessible Information and Communication Standard	Consultation with software vendors has taken place. Adobe Professional vrs. 9 training provided to make accessible PDF files. Consultation with Laserfiche developers for proposed solution to Weblink PDF downloadable documents.	Accessibility Standards Working Group (ASWG)	<b>Ongoing – ASWG will be meeting over next year to develop policies under Integrated Accessibility Standard.</b>

Barrier	Objective Identified in 2009 Plan	Means to remove /prevent	Remedy Identified in 2009 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Lack of County-wide Non-Motorized Transportation Study	To create a vision that supports the establishment of a safe and comfortable environment that encourages people to use non-motorized vehicles for everyday transportation	Development of a county-wide non-motorized transportation Master Plan	Adoption of non-motorized transportation master plan and support from all communities in the region.	RFP awarded for consultant to assist with preparation of County-Wide Active Transportation Study in 2009.  Public consultations and draft Plan released in September 2010.  CWATS report presented to County Council in 2011.	County Transportation Services Department And Steering Committee	Further information on financial models and implementation anticipated early in 2012.

## STATUS REPORT ON IMPLEMENTATION OF RECOMMENDATIONS IDENTIFIED IN 2010 ACCESSIBILITY PLAN

The Corporation of the County of Essex has been undertaking the necessary action to address the following barriers in 2010.

Barrier	Objective Identified in 2010 Plan	Means to remove /prevent	Remedy Identified in 2010 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Lack of policies related to Accessible Employment and Information and Communications	To meet requirements of Integrated Accessibility Regulation	Development of policies per Integrated Accessibility Regulation	Accessibility Standards Working Group to review Regulation and determine implementation plan.	No final Accessibility Regulations were enacted in 2010.	Accessibility Standards Working Group (ASWG)	<b>Ongoing – ASWG will be meeting over next year to develop policies under Integrated Accessibility Standard.</b>

Barrier	Objective Identified in 2010 Plan	Means to remove /prevent	Remedy Identified in 2010 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Lack of reference for need to plan accessible communities in County Official Plan	To increase the awareness of the importance of planning for accessibility in community developments	Address wording during development of second generation County Official Plan	In the County of Essex Official Plan review process, incorporate statement reflecting Section 1.0 of Provincial Policy Statement "Building Strong Communities";, section 1.1.1 re: improving accessibility for persons with disabilities and the elderly by removing and/or preventing land use barriers that restrict their full participation in society. An increase in accessible affordable housing should be addressed.	Inclusion of language addressing accessible planning to be included in second generation County Official Plan.	Planning Services	<b>Anticipated completion of second generation County Official Plan by end of 2012</b>

## STATUS REPORT ON IMPLEMENTATION OF RECOMMENDATIONS IDENTIFIED IN 2011 ACCESSIBILITY PLAN

The Corporation of the County of Essex has been undertaking the necessary action to address the following barriers in 2011.

Barrier	Objective Identified in 2011 Plan	Means to remove /prevent	Remedy Identified in 2011 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Need for improved communication regarding initiatives of AAC's.	Share accessibility initiatives of local AAC's	Seek participation of all AAC's through article submissions	Publish annual AAC YAK Newsletter and seek participation from other AAC's	Published AAC YAK Newsletter	Essex County Accessibility Advisory Committee	<b>Completed Spring 2011</b>
Need to improve awareness of Council and public about accessibility issues.	Promotion of awareness of the importance of equal access and full participation of persons with disabilities in all aspects of life	Arrange activities for County Council to take part in during Access Awareness Week and International Day of Persons with Disabilities	Increase awareness of what challenges barriers create for people with various types of disabilities.	Production of video demonstrating accessibility success and failures within the region shown to County Council in June 2011. Wheelchair Basketball game between Council/Staff and students/Teachers in December 2011. ECAAC presentations to County Council in June and December 2011.	Essex County Accessibility Advisory Committee	<b>June and December 2011</b>

Barrier	Objective Identified in 2011 Plan	Means to remove /prevent	Remedy Identified in 2011 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Need for continuing education and awareness regarding accessibility	Continue to promote importance of becoming a barrier free community through the Workshops	Focus on providing awareness of new Accessibility Standards as they become law.	Attempt to increase number of delegates, particularly the business community.	\$4,000 approved in 2011 budget for Workshop. Windsor AAC contributed \$1,500 as well. Largest registration for workshop.	Clerk's Department/ ECAAC	<b>October 27, 2011</b>
Lack of policies regarding Accessibility	To develop required policies and conduct staff training when Integrated Accessibility Standard becomes law.	Begin to review the Integrated Accessibility Standard and begin to address policy development and training requirements	Developing an implementation plan early in the process will assist the Corporation in meeting compliance deadlines	A committee of staff from various County Departments have begun to meet to review the requirements of the Integrated Accessibility Standard and are developing an implementation plan and training requirements. Requirement under IGS to be able to provide emergency response and public safety information in accessible formats for employees and people with disabilities was completed by Dec. 31/12.	Access- ibility Standards Working Group	<b>Ongoing</b>



Barrier	Objective Identified in 2011 Plan	Means to remove /prevent	Remedy Identified in 2011 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Lack of finalized regulations on Accessibility Standards	To provide input into development of remaining Accessibility Standard	ECAAC reviewed draft standards and made submissions during public review periods	Received acknowledgement from Accessibility Directorate of comments received.	ECAAC and Administrative Staff provided comments. Integrated Accessibility Standard approved in July, 2011. Built Environment Standard still in draft.	ECAAC 2011	<b>Anticipate Built Environment Standard final draft in 2012.</b>
Outdated accessibility software on County Library computers.	To provide current versions of accessibility enhancing computer software in Essex County Libraries	Purchased updated software, such as JAWS, to improve the accessibility of computers in Essex County Libraries	Included in 2011 budget.	Approved in 2011 budget. Additional computer software and hardware also purchased for accommodation request of staff in Library Administration office including touch screen monitor, Dragonspeak and ergonomic mouse.	Essex County Library	<b>Completed in 2011</b>
Lack of Braille labels on doors in Civic Centre	To provide a method of making Braille labels for signs, etc.	Purchase of Braille label maker	Ordered from on-line assistive devices store for under \$40.00	Braille label maker has been acquired.	January 2011	<b>Completed January 2011</b>

Barrier	Objective Identified in 2011 Plan	Means to remove /prevent	Remedy Identified in 2011 Accessibility Plan	Remedy Approved	Responsibility to Complete	Status or Completion Date
Barrier to mobility due to holes in asphalt of parking lot at Essex County Civic Centre	To make the parking lot safer and more accessible for people with mobility disabilities by repairing the holes and uneven asphalt	Re-asphalting Civic Centre Parking Lot	Spot repairs to asphalt holes in surface in parking lot	Re-asphalting not included in 2011 Civic Centre budget. Tried to address by spot repairs of holes in 2011 and include contribution to reserves for future resurfacing of entire parking lot	Building Management Committee	<b>Spot repairs in summer 2011</b>
Need to revise Purchasing Policy to comply with new Integrated Accessibility Standard	To ensure good and services purchased by the County of Essex are accessible and will not create barriers to people with disabilities	Review wording of County Purchasing Policy	Requirement included in Integrated Accessibility Standard.	Review by Accessibility Standards Working Group as part of implementation plan for Integrated Accessibility Standard.	Accessibility Standards Working Group / Corporate Services	<b>Ongoing</b>

# ACCESSIBILITY INITIATIVES TO BE UNDERTAKEN IN THE 2012 ACCESSIBILITY PLAN

The Corporation of the County of Essex will undertake the following accessibility initiatives in the 2012 Accessibility Plan.

<b>Access- ibility Initiative</b>	<b>Objective</b>	<b>Means to address Accessibility Issue</b>	<b>Performance Criteria</b>	<b>Resources</b>	<b>Timing</b>	<b>Responsibility</b>
Annual AAC YAK Newsletter	Share accessibility initiatives of local AAC's and provide information on resources available on various accessibility issues	Seek participation of all AAC's through article submissions	Feedback received from other AAC's	ECAAC member time	April 2012	Essex County Accessibility Advisory Committee
Participate in National Access Awareness Week	To promote awareness of the importance of equal access and full participation of persons with disabilities in all aspects of life	Arrange activities for County Council to take part in during Access Awareness Week	Increased awareness of what challenges barriers create for people with various types of disabilities.	Wheelchair Basketball game between Council/Staff and Students/Teachers. Production of video demonstrating accessibility success and failures within the region.	May 29 to June 1, 2012	Essex County Accessibility Advisory Committee

<b>Access- ibility Initiative</b>	<b>Objective</b>	<b>Means to address Accessibility Issue</b>	<b>Performance Criteria</b>	<b>Resources</b>	<b>Timing</b>	<b>Responsibility</b>
Annual Accessibility Workshop	Continue to promote importance of becoming a barrier free community through the Workshops	Forum to increase awareness on timely accessibility topics.	Attempt to increase number of delegates, particularly the business community.	\$5,000 approved in 2012 budget for Workshop.	October 25, 2012	Clerk's Department / ECAAC
Policy Develop- ment for new Accessibility Standards	To develop required policies and conduct staff training for the Integrated Accessibility Standard	Accessibility Standards Working Group drafting policies and reviewing staff training options	Completion of policies by December 31, 2012, to commence training in 2013.	It is unclear at this point whether any external resources will be required. It is anticipated that the AccessON and AMCTO Accessibility Toolkit websites will provide resources to assist with any policy development and training requirements.	2012	Accessibility Standards Working Group

<b>Access- ibility Initiative</b>	<b>Objective</b>	<b>Means to address Accessibility Issue</b>	<b>Performance Criteria</b>	<b>Resources</b>	<b>Timing</b>	<b>Responsibility</b>
Review of Draft Accessibility Standards	To provide input into development of remaining Built Environment Standard, if provided additional opportunities	ECAAC reviewed previous version of draft standard for Built Environment, but may be additional revisions and opportunity for comments	Acknowledgement from Accessibility Directorate of comments received	ECAAC and Administrative Staff	2012	Clerk's Department / ECAAC
Essex County Library to seek enterprise version of screen reading software	To provide screen reading software that is current on all workstations in Essex County Libraries	Apply for grant funding for enterprise version of screen reading software	Increased usage or ease of usage by library patrons if successful in obtaining funding.	Essex County Library Staff making application for funding if any grant opportunities become available in 2012	2012	Essex County Library

# Review and Monitoring of the Process

The Working Group will review the progress of the initiatives undertaken in the 2012 Accessibility Plan on an on-going basis. Progress reports from the Working Group will also be provided to the Essex County Accessibility Advisory Committee. Feedback from the Essex County Accessibility Advisory Committee on the progress of the initiatives will be reported to Essex County Council through their Committee minutes.

In December of 2012, the Working Group will provide County Council with an evaluation and status report of the initiatives that were identified in the 2012 Accessibility Plan, as well as prior years' Plans. This evaluation will be included as part of the 2013 Accessibility Plan.

The Essex County Accessibility Advisory Committee will also complete their own evaluation of the status of the 2012 Accessibility Plan and provide County Council with a 'report card' reflecting their findings.

## Communication of the Plan

Copies of the Accessibility Plan for the Corporation of the County of Essex will be available at the County of Essex Administration Office located at 360 Fairview Avenue West, Essex, Suite 202 and at all branches of the Essex County Library. The Plan will also be posted on the Essex County website [www.countyofessex.on.ca](http://www.countyofessex.on.ca) once approved. Copies of the Plan will be available in alternate formats upon request, i.e. in large print, in Braille, e-text.