



Report
Staff Report
 The Corporation of the City of Brampton
 5/13/2025

Date: 2025-04-29

Subject: **2024 Accessibility Annual Report**

Contact: Sabrina Cook, Accessibility Coordinator, City Clerk's Office

Report number: Legislative Services-2025-385

RECOMMENDATIONS:

1. That the report from Sabrina Cook, Accessibility Coordinator, City Clerk's Office to the Accessibility Advisory Committee Meeting of May 13, 2025, re: **2024 Accessibility Annual Report**, be received.

OVERVIEW:

- The City of Brampton's Accessibility Office works collaboratively with the Accessibility Advisory Committee as well as City departments in facilitating and supporting the City's goal of creating a Brampton that is accessible to everyone.
- This report provides the Committee and Council with an annual update on the City's responsibilities and progress related to accessibility, and future direction in both meeting legislative requirements and enhancing accessibility at the City.

BACKGROUND:

This report provides an update on the City's progress meeting and/or exceeding accessibility requirements, as identified by the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standards (IASR) (Ontario Regulation 191/11).

This status report identifies the initiatives that were completed in 2024, as outlined in the 2022-2026 Multi-Year Accessibility Plan (MAP), as well as projects and initiatives that were designed to identify, prevent, and remove barriers. This 2024 annual status report will be made available on the City's website at www.brampton.ca/accessibility.

CURRENT SITUATION:

2024 Accessibility Achievements

1. Capital Project Reviews

Staff reviewed and provided comments on approximately 17 capital projects in 2024. This includes new and ongoing projects and consists of new buildings in development, as well as renovations. These projects can involve up to three comprehensive reviews, typically at the 30%, 60%, and 90% design phase, however project meetings and comprehensive reviews are ongoing throughout the project.

In 2024, staff worked on the following capital projects:

- Tennis Club renovation at Chinguacousy Park
- Flower City Community Centre building expansion
- Johnston Transit Facility
- Memorial Arena addition
- West Tower Commercial Kitchen
- 175 Sandalwood (universal washroom)
- Heart Lake Bus Terminal
- Chinguacousy Park Concession Stand
- Rosalea Tennis Dome
- Howden Recreation Centre
- ParticiParks Park Bramalea
- Riverstone Recreation Centre
- Fire Station 215
- Cassie Campbell Dome & Fieldhouse
- Balmoral Recreation Centre
- POA Courthouse Clock System Upgrade
- Chris Gibson Recreation Centre

2. Site Plan reviews

The Accessibility Office reviewed and provided comments on 382 site plan applications in 2024. Staff attends weekly meetings with various departments, including the Planning, Building and Growth Management department, to review and discuss site plan applications, and work closely with staff in Planning, Traffic, and Urban Design (amongst others) to ensure consistent accessibility elements are included in all site plan applications.

3. Accessible Electric Vehicle (EV) Charging Stations

The Accessibility Office partnered with the Region of Peel last year to develop guidelines for accessible electric vehicle (EV) charging stations. The Region took the lead on creating these standards and they were reviewed by the Rick Hansen Foundation, before they were shared with City staff for review and feedback. The draft

guidelines were presented to the City's Accessibility Advisory Committee for their review and endorsement, and those meeting minutes were then approved by Council.

All new EV charging stations at City facilities will be required to meet these accessibility requirements. Staff will be incorporating these guidelines into the Accessibility Technical Standards document, which is currently being updated.

4. Awareness Initiatives and Collaboration

The Accessibility Office worked closely with staff in Human Resources and the Equity Office on a number of joint initiatives, recognizing the importance of collaboration and providing resources and support to staff throughout the City.

The Records & Information Management team in the City Clerk's Office hosted a number of information sessions for staff, and over 600 people attended. The Accessibility Office had a booth at each information session and spoke about digital accessibility and provided staff with information and resources.

Human Resources hosted a series of healthy workplace pop-ups at various City facilities and the Accessibility Office attended each event, providing staff with information and resources about accessibility, specifically information about individualized emergency response plans.

The Accessibility Office recognizes the importance of collaborative partnerships with different divisions throughout the City and welcomes every opportunity for outreach and awareness through meaningful conversations.

5. National AccessAbility Week

During the week of May 25 – June 1, 2024, the City celebrated National AccessAbility Week in several ways, including a flag raising ceremony and a Council proclamation. Staff also provided communications about the importance of accessibility considerations in City projects and initiatives, and provided resources for staff to consider and promote accessibility in their work.. Communications were also provided to residents on brampton.ca/accessibility and the City's social media channels, which included helpful tips and considerations for accessibility.

6. International Day of Persons with Disabilities

In honour of International Day of Persons with Disabilities, City Council read a proclamation at a City Council Meeting, in celebration and recognition of people with disabilities and their contributions to the city and our community.

The Accessibility Office hosted a staff event in recognition of International Day of Persons with Disabilities in the Conservatory. This was an awareness and learning event, and Accessibility Office staff provided information, resources, and activities to

highlight the importance of accessibility. Staff from Human Resources and the Equity Office also participated in the event and provided information and support to staff on accessibility initiatives and programs in their respective areas.

7. Guidance and Advice

The Accessibility Office acts in an advisory capacity, providing guidance and advice to staff in various departments regarding questions, policies, processes, projects, initiatives, and events they are working on to ensure accessibility considerations and elements are included.

8. Digital Accessibility

A new role within the City Clerk's Office was created last year with a focus on digital accessibility. The Digital Compliance Coordinator position is responsible for overseeing the City's digital compliance initiatives, ensuring that digital platforms and processes adhere to industry regulations, legislation, and internal policies. This position works closely with City departments to provide guidance, support, and training on compliance-related matters, including digital accessibility.

In order to ensure compliance with the WCAG 2.0 Level AA Standards, a review of www.brampton.ca is conducted on a regular basis. The Accessibility Office also reviewed reports from SiteImprove and took corrective action as required, working with internal departments to remediate the errors.

New internal resources were created and updated, such as a PDF accessibility tags document, the accessible documents tip sheet, and accessible PDFs tip sheet.

CORPORATE IMPLICATIONS:

Financial Implications: nil

STRATEGIC FOCUS AREA:

This report achieves the Government & Leadership strategic focus area by ensuring that the City is committed to recognizing and removing existing barriers and enhancing and improving accessibility. Equitable access to City services, facilities, and goods is essential in providing increased opportunities for all residents of Brampton.

CONCLUSION:

Staff continue to work diligently to meet and exceed the AODA requirements. With Council and Senior Leadership direction and support, we will continue to collaborate with City departments and other partners and stakeholders to continually enhance

accessibility in our facilities, programs, and services. The City strives to make Brampton an accessible and inclusive place for everyone.

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