



# Committee Report

**To:** Councillor Andrew Plummer  
Operations Committee

**From:** Heidi Martin  
City Clerk

**Date:** 2023-12-19

**Re:** **2023 Annual Accessibility Status Report**

## **Recommendation:**

That the Operations Committee approve the City of Pembroke Annual Accessibility Status report.

## **Background:**

As per the Accessibility for Ontarians with Disabilities Act, 2005, the city must review its progress implanting the strategy outlined in its accessibility plan and document the results in an annual status report which needs to be posted on the City's website.

The City of Pembroke continues to be proactive in identifying, removing, and preventing barriers to ensure that everyone can participate fully in a diverse community. A great deal of progress has been made and many barriers have already been eliminated but it is recognized that it is not always possible to change the architecture of some of the buildings, and therefore some barriers identified may always exist.

In 2023, the following accessibility barriers were addressed:

- Redevelopment of the front entrance walkway and ramp at the Kinsmen Pool
- New scoreboard added at a ball diamond at Riverside Park which features translucent white LED digits designed specifically for individuals with visual impairments.
- Five new accessible picnic tables added to the Pembroke Waterfront Park.
- New sports field bleachers which are lower tiered to allow easy egress purchased.
- New website launched in April 2022, to meet W.C.A.G. 2.0 level AA compliance requirements and staff continually monitor the website for web content compliance using accessibility checking software.
- Accessibility added to the list for "Report a Concern" section on the City's website.
- Training continues for all new staff, board members and volunteers



- New future roads and sidewalk construction projects consider sidewalks, to the new project, are made AODA complaint especially in high traffic areas, and with due consideration to the budget.
  - New accessible sidewalks constructed at Nelson Street at the following locations:
    - South side from Cecelia Street to William Street
    - South side of William Street to Mackay Street
  - Everett Street (south side from Eganville Road to Horace Street)
  - Muray Street (east side from D'Arcy Street to end of the Street)
  - First Avenue (east side from Mary Street to Gordon Street)
  - Repaired sidewalk in front of 140 Pembroke Street West
  - Sidewalk repairs completed in front of 15, 23, 82, 130, and 140 Pembroke Street West
- New pedestrian signals with auditory and tactile components and sensor button are phased in each year to upgrade old signals.
  - New traffic control and accessible pedestrian signals installed at Forced Road/Pembroke Street West, Christie Street/Pembroke Street West and Miramichi Lodge Entrance/Pembroke Street West intersections.
- Pedestrian Crossing located at the James Street/Pembroke Street West intersection upgraded
- City in the process of developing a Master Parks and Recreation Plan that will include accessibility.
- Patterson Parking Lot repaved
- Pembroke Public Library replaced their lift to assist their customers access to all levels in the library.
- Pembroke Public Library lowered the counter height in the lower level of the library to accommodate individuals with mobility difficulties.
- Pembroke Public Library added a bright colour to the edge of the steps to assist those with low vision.
- Access E11 initiated to respond to community feedback in a timely manner. Accessibility is one of the concerns listed.
- Continue to promote and support a diverse work force by identifying and removing any barriers to employment.
- Continue to advertise on all employment opportunities that, upon request, accommodations and alternate formats are available throughout the recruitment assessment and selection processes.
- Continue to use Individualized Work Modification Plan and Individualized Emergency Response Plan worksheets.
- Continue to education staff on need for accessible documents.
- Continue to offer cultural awareness and services for all staff.
- Continue to encourage taxicab owners to add accessible taxicabs to the community.
- Service disruption information posted on the website.
- The city continues to facilitate awareness and assist individuals to register for the Snow Angels Program.



- The Accessibility Advisory Committee continues to provide comment on any Community Improvement Accessibility grant applications received.
- The Accessibility Advisory Committee reviews site plans and periodically conducts accessibility tours of City facilities and parks.
- In conjunction with the Planning & Building Department, continue to ensure compliance with the Barrier-free Design of the Ontario Building Code for new construction and major renovations.
- The Operations Department continues to work closely with the Accessibility Advisory Committee to identify intersections that require upgrades to meet AODA requirements. Upgrades include the installation of tactile plates, straightening out of crosswalks where possible, installation of Accessible Pedestrian Signals pushbuttons, and making pushbutton poles easily accessible.

This report once approved will be posted on the City's website.

**Financial Implications:**

Expenditures needed to remediate barriers and to meet the requirements of the Accessibility for Ontarians with Disabilities Act are met through the various department budgets.

Respectfully submitted,

Heidi Martin  
City Clerk