



**Joseph Pennachetti**  
City Manager

**City Manager's Office**  
City Hall, 11<sup>th</sup> Floor, East Tower  
100 Queen Street West  
Toronto, Ontario, M5H 2N2

Tel: 416-392-3551  
Fax 416-392-1827  
jpennac@toronto.ca  
[www.toronto.ca](http://www.toronto.ca)

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## **2015 OPERATING BUDGET BRIEFING NOTE**

### **Meeting Accessibility and AODA Compliance**

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#### **Issue/Background:**

Budget Committee at its meeting of February 4, 2015 requested a briefing note on:

- The level of staff/resources needed by the Equity, Diversity and Human Rights office to ensure the City meets Toronto's Accessibility Guidelines, and complies with the Accessibility for Ontarians with Disabilities Act

#### **Key points:**

#### **Current Equity, Diversity and Human Rights (EDHR) functions on AODA include:**

AODA Implementation and accessibility compliance reporting:

- In conjunction with lead City divisions, establish, implement and maintain policies on its multi-year Accessibility Plan, governing how the City achieves or will achieve accessibility and meet AODA requirements.
- Maintain the intranet Accessibility Portal as a repository for all AODA related information, training resources and related information.
- Develop, implement and monitor Corporate AODA-IASR (Integrated Accessibility Standards Regulation) training and tailgate materials
- Develop a consolidated City response and complete Accessibility compliance reports on behalf of the City Manager.

Technical Working Groups (Internal and External):

- Create and support AODA technical working groups in the City; and, support technical working groups between the City, the Province and Association of Municipalities of Ontario (AMO).
- Provide presentations on AODA compliance requirements to City divisions and working groups.

City's Disability Issues Committee:

- Provide policy-related support and strategic advice to the Disability Issues Committee, a required advisory body under the AODA.
- Coordinate and implement the recruitment and selection process for members of the Disability Issues Committee

Point of Contact for:

- Complaint/enquiry/advice, information, referrals for residents; NGOs; private sector businesses/organizations; regional and national governments in Canada and abroad
- City and Accessibility Directorate of Ontario; City and other Ontario municipalities; EDHR and City divisions, agencies, boards, commissions and corporations

Public Education:

- Develop and implement public education opportunities to raise awareness of accessibility, AODA requirements; and accessibility achievements e.g. Communication Access – Language and Communication Disabilities.
- Support external public education opportunities, e.g. Access Awards 2014, Celebrating International Day of Persons with Disabilities

Human Rights and AODA:

- Provide strategic advice and advocate (as applicable) for accommodation of City employees and the public with diverse access needs.
- Human Rights Office currently has advisory and dispute resolution function to support AODA/accommodation & communications/policy role related to it.

**Current resources:**

- One AODA lead Consultant
- Four staff in Human Rights Office who resolve complaints regarding accessibility

**Questions & Answers:**

- Has City met its compliance deadlines to date?
  - Yes – the City has to date submitted two compliance reports to the Province as required by the AODA legislation and met all of the requirements
  - As per the AODA requirement, the City has produced a Multi-Year Accessibility Plan with relevant compliance deadlines that is posted on the City's Accessibility Portal
  - Monitoring compliance is currently left to the divisions
- Going forward what does EDHR need to do to ensure effective compliance?
  - Need to implement a more effective independent corporate monitoring and compliance plan
  - Re-examine of current EDHR internal and other corporate resources
  - Potentially redeploy Senior Consultant (allocated to Human Rights) to AODA

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**Prepared by:** (Uzma Shakir, Director, Equity, Diversity and Human Rights, CMO, 416-392-1108, [ushakir@toronto.ca](mailto:ushakir@toronto.ca))

**Further information:** (Bernita Lee, Consultant, Equity, Diversity and Human Rights, CMO, 416-397-5251, [blee@toronto.ca](mailto:blee@toronto.ca) )

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