

From: [Minette](#)
To: [councilmeeting](#)
Cc: "Minette"; [Kat Clarke](#)
Subject: Support of Proposed Budget Process Changes to Remove Systemic Barriers to Hiring People with Disabilities
Date: October 1, 2019 10:09:34 AM

To Whom it may Concern:

CNIB Ontario and Alliance for Equality of Blind Canadians, Toronto Chapter support the [Proposed Budget Process Changes to Remove Systemic Barriers to Hiring People with Disabilities](#)

City of Toronto prides itself in being one of the most diverse employers, yet we have not seen evidence of any significant increased representation of people with disabilities in the City's work force, especially in recent new hires. In contrast, we have had reports of our clients and members experiencing great challenges applying online and receiving appropriate accommodation in the interview process.

We urge Council to abide by the Ontario Human Rights Code's policy that "...The costs of accommodation must be distributed as widely as possible within the organization so that no single department, employee, customer or subsidiary is burdened with the expense. The appropriate basis for evaluating the cost is based on the budget of the organization as a whole, not the branch or unit where the person with a disability works or has made an application..."

It would be contrary to the City's own accessibility commitment 2009 and the equity and diversity policy to deny accommodation of an employee from a smaller unit or division, or even worse, avoid having to accommodate a persons with a disability by not recruiting or hiring that person due to budget concerns.

We urge Council not to reduce budgets for AODA-compliant accessibility expenses in order to make the City a leader and champion of accessibility.

- have easy -to-navigate, accessible internet and intranet sites with accessible content for blind, partially-sighted, hard of hearing and deaf applicants and employees.
- Plan accessible meetings, training and townhalls for employees with sensory disabilities to participate fully alongside their colleagues.
- Have large print, tactile, captioning, audio and visual features in City facilities so everyone can get information and find their way around safely and easily .

Invest in a truly diverse, equitable and inclusive workforce. Put your resources in accessibility for all.

We thank you for taking our concerns and proposal into consideration so that persons with disabilities will not be excluded from contributing their talent and diverse abilities to society.

Sincerely,

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