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## Accessibility Advisory Committee

**Date:** September 20, 2021  
**Time:** 2:00 PM  
**Location:** Online Video Conference

Members Present	Councillor Matt Mahoney	Ward 8
	Councillor Pat Saito	Ward 9
	Naz Husain	Citizen Member (Chair)
	Carol-Ann Chafe	Citizen Member (Vice-Chair)
	Asim Zaidi	Citizen Member (Vice-Chair)
	Clement Lowe	Citizen Member
	Mary Daniel	Citizen Member
	Teneshia Samuel	Citizen Member
	Sally Wall	Stakeholder Member
Members Absent	Amanda Ramkishun	Citizen Member
	Steven Viera	Citizen Member
	Alfie Smith	Stakeholder Member
	Anita Binder	Stakeholder Member

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### Staff Present

Dan Sadler, Supervisor Accessibility  
Janette Campbell, Accessibility Specialist  
Taghreed Alz, Accessibility Specialist  
Robert Trewartha, Director Strategic Initiatives  
Ruth Marland, Strategic Leader  
Uzma Shakir, Strategic Leader Diversity & Inclusion  
Alex Legrain, Project Leader Transportation  
Antonietta Di Silva, Senior Manager, Talent Management  
Christine Gabany, Manager Talent Acquisition  
Sharleen Bayovo, Planner  
Amina Menkad, Planner  
Martha Cameron, Legislative Coordinator  
Dayna Obaseki, Legislative Coordinator

1. **CALL TO ORDER - 2:00 P.M.**

Chair to introduce new members: Mary Daniel, Teneshia Samuel and Amanda Ramkishun

Chair, requested everyone present at the meeting introduce themselves.

2. **APPROVAL OF AGENDA**

Carol-Ann Chafe, Vice-Chair requested to add a brief discussion on the all candidates debate around disability to Other Business.

Approved, as amended (Councillor P. Saito)

3. **DECLARATION OF CONFLICT OF INTEREST - Nil**

4. **MINUTES OF PREVIOUS MEETING**

4.1 **Accessibility Advisory Committee DRAFT Minutes – March 22, 2021**

Approved (C. Chafe)

5. **DEPUTATIONS**

5.1 **2020 Workforce Diversity and Inclusion Survey Results**

- *Robert Trewartha, Director Strategic Initiatives and Uzma Shakir, Strategic Leader, Diversity and Inclusion*

Mary Daniel, Citizen Member requested clarification on whether there was an option of the 7% of people with a disability who responded to state what their disability is or if they chose not to disclose this information.

Robert Trewartha, Director Strategic Initiatives clarified that that was an option if the individual responded that they did have a disability.

Carol Ann Chafe, Vice-Chair inquired what the specific identity criteria around gender was in this survey and was advised by Rob Trewartha that the criteria included all identities as well as the option to not disclose.

Carol Ann Chafe inquired how diversity is tracked and suggested reviewing diversity in five-year increments to reflect trends over time.

Rachel Young, Library Assistant inquired about the internal Employee Equity Advisory Committee candidate selection process.

Uzma Shakir, Strategic Leader, Diversity and Inclusion advised there were many applicants but the committee needed to cap the number of members at 16. Ms. Shakir stated that a webpage would be created that will contain all deliberations, minutes, agendas, and resources for employees to access.

RECOMMENDATION AAC-0016-2021

Moved By C. Chafe

That the deputation by Robert Trewartha, Director Strategic Initiatives and Uzma Shakir, Strategic Leader, Diversity and Inclusion to present on the 2020 Workforce Diversity and Inclusion Survey Results, be received.

Received5.2 Changing Lanes

- *Alex Legrain, Project Leader, Transportation Planning*

Committee Members found the presentation interesting and inquired if the guide would be available to the public.

Alex Legrain, Project Leader, Transportation Planning advised it is for staff and development partners. Mr. Legrain further advised the Committee that this information would eventually be released publicly providing residents with an overview of the regulation and building of streets and the opportunity to ask questions.

Naz Husain, Chair inquired if education would be provided for children in the school system.

Alex Legrain advised that programs are available such as the Safe Routes to School program that educates and advises students of safe routes to travel to school.

RECOMMENDATION AAC-0017-2021

Moved By M. Daniel

That the deputation by Alex Legrain, Project Leader, Transportation Planning to present on Changing Lanes, be received.

Received5.3 Ready, Willing and Able

- *Antonietta DiSalvo, Sr. Manager Talent Manager and Christine Gabany, Manager, Talent Acquisition*

Teneshia Samuel, Citizen Member inquired how many hires in the next few quarters would fall into the inclusion strategy.

Christine Gabany, Manager Talent Acquisition advised that staff will meet the target for this year with respect to hiring.

Asim Zaidi, Vice-Chair inquired if the program has an exit strategy for participants after their work term concludes.

Christine Gabany advised the work term ends when their commitment with the City is completed, however, there are opportunities to apply for internal positions.

Naz Husain, Chair inquired how the pandemic has effected placement in the workforce and whether new hires would be working virtually. Ms. Husain further stated that people with disabilities use technology and that she would like to see more opportunities for people with disabilities to help them feel engaged.

Christine Gabany stated that the pandemic has had an effect and confirmed that job fairs, interviews and first round screening would be online.

#### RECOMMENDATION AAC-0018-2021

Moved By T. Samuel

That the deputation by Alice Bening Zubek, Talent Acquisition Consultant and Andrea Garcia, Human Resources Associate to present on Ready, Willing and Able, be received.

#### Received

#### 5.4 Mississauga Official Plan Review

- *Sharleen Bayovo, Planner and Amina Menkad, Planner*

Carol-Ann Chafe, Vice Chair expressed concern about the reduction of urban tree canopies in low income, high density neighbourhoods and stressed the importance of tree canopies on mental health.

Sharleen Bayovo, Planner advised she would advise her team of the concerns raised.

Naz Husain, Chair emphasized the importance of creating accessible housing for our aging population.

Teneshia Samuel, Citizen Member was pleased to see integrative accessible housing being developed and expressed that each development should commit to a certain percentage of affordable accessible units to prepare for the aging population.

Councillor Saito agreed with Committee Member comments and advised that Committee that the City does work with developers to express the need for accessible and affordable units, but advised the Committee that Provincial legislation governs housing. Councillor Saito suggested to the Committee to work with other municipalities and the Region to advocate for affordable, accessible housing by putting together a business case to send to the Province.

Carole Ann Chafe, Vice-Chair advised Committee Members to check the City website for all ongoing projects and provide their voice to these projects.

**DIRECTION TO STAFF:** Naz Husain, Chair of Accessibility Committee to connect with Dan Sadler, Supervisor Accessibility to facilitate connecting with other Municipal and Regional Accessibility Committees to work on a 2022 project regarding accessible housing and put together a business case to present to the Province.

RECOMMENDATION AAC-0019-2021

Moved By T. Samuel

That the deputation by Sharleen Bayovo, Planner and Amina Menkad, Planner to present on the Mississauga Official Plan Review, be received.

Received

**6. PUBLIC QUESTION PERIOD - 15 Minute Limit**

No members of the public registered questions.

**7. CONSENT AGENDA**

**8. MATTERS TO BE CONSIDERED**

**8.1 Accessibility for Ontarians with Disabilities Act Update**

Accessibility Staff will provide a brief verbal update with respect to the *Accessibility For Ontarians with Disabilities Act* (AODA).

No update was provided.

**8.2 Region of Peel Accessibility Advisory Committee Update**

Councillor Mahoney, Naz Husain and/or Carol-Ann Chafe, Citizen Members and Members of the Region of Peel Accessibility Advisory Committee will provide a brief verbal update.

Carol Ann Chafe, Vice-Chair advised Committee Members that the Region is planning their National Disability Awareness month for October and informed Committee Members that the International Day for People with Disabilities will be held on December 3rd.

**DIRECTION TO STAFF:** Carole-Anne Chafe to provide Martha Cameron with a link re accessible Halloween trick or treating to share with Committee Members.

RECOMMENDATION AAC-0020-2021

Moved By T. Samuel

That the verbal update regarding the Region of Peel's Accessibility Advisory Committee provided by Carol-Ann Chafe, Vice Chair and Member of the ROP AAC be received.

Approved

**8.3 Accessibility Advisory Committee (AAC) Work Plan**

Dan Sadler, Supervisor Accessibility and Janette Campbell, Accessibility Specialist presented the new Work Plan for feedback from the Committee.

Committee Members discussed assistive features in City Hall.

**RECOMMENDATION AAC-0021-2021**

Moved By A. Zaidi

That the revised Accessibility Advisory Committee Work Plan be approved as discussed at the September 20, 2021 Accessibility Advisory Committee meeting.

Approved

**9. SUBCOMMITTEE REPORTS**

**9.1 Facility Accessibility Design Subcommittee Report – June 28, 2021**

**Recommendation**

1. That the presentation regarding Port Credit West Harbour Parks to the Facility Accessibility Design Subcommittee on June 28, 2021, be received.
2. That subject to the comments on the presentation, the Facility Accessibility Design Subcommittee is satisfied with the initiatives that Dillon Consulting and the City are undertaking with respect to the Port Credit West Harbour Parks.

**Recommendation**

1. That the presentation regarding Mississauga Official Plan Review to the Facility Accessibility Design Subcommittee on June 28, 2021, be received.
2. That subject to the comments on the presentation, the Facility Accessibility Design Subcommittee is satisfied with the initiatives that the City is undertaking with respect to the review of the Mississauga Official Plan.
3. That the Mississauga Official Plan Review be presented to a future Accessibility Advisory Committee meeting in 2022 for further review.

**Recommendation**

1. That the presentation regarding Malton Community Hub to the Facility Accessibility Design Subcommittee on June 28, 2021, be received.
2. That subject to the comments on the presentation, the Facility Accessibility Design Subcommittee is satisfied with the initiatives that The City are undertaking with respect to the renovations to the Malton Community Hub.

**Recommendation**

1. That the presentation regarding the Living Arts Centre Entrance Renovation to the Facility Accessibility Design Subcommittee on June 28, 2021, be received.

2. That subject to the comments on the presentation, the Facility Accessibility Design Subcommittee is satisfied with the initiatives that The City are undertaking with respect to the Living Arts Centre Entrance Renovation

RECOMMENDATION AAC-0022-2021

Moved By A. Zaidi

1. That the presentation regarding Port Credit West Harbour Parks to the Facility Accessibility Design Subcommittee on June 28, 2021, be received.
2. That subject to the comments on the presentation, the Facility Accessibility Design Subcommittee is satisfied with the initiatives that Dillon Consulting and the City are undertaking with respect to the Port Credit West Harbour Parks.

Approved

RECOMMENDATION AAC-0023-2021

Moved By A. Zaidi

1. That the presentation regarding Mississauga Official Plan Review to the Facility Accessibility Design Subcommittee on June 28, 2021, be received.
2. That subject to the comments on the presentation, the Facility Accessibility Design Subcommittee is satisfied with the initiatives that the City is undertaking with respect to the review of the Mississauga Official Plan.
3. That the Mississauga Official Plan Review be presented to a future Accessibility Advisory Committee meeting in 2022 for further review.

Approved

RECOMMENDATION AAC-0024-2021

Moved By A. Zaidi

1. That the presentation regarding Malton Community Hub to the Facility Accessibility Design Subcommittee on June 28, 2021, be received.
2. That subject to the comments on the presentation, the Facility Accessibility Design Subcommittee is satisfied with the initiatives that The City are undertaking with respect to the renovations to the Malton Community Hub.

Approved

RECOMMENDATION AAC-0025-2021

Moved By A. Zaidi

1. That the presentation regarding the Living Arts Centre Entrance Renovation to the Facility Accessibility Design Subcommittee on June 28, 2021, be received.

2. That subject to the comments on the presentation, the Facility Accessibility Design Subcommittee is satisfied with the initiatives that The City are undertaking with respect to the Living Arts Centre Entrance Renovation

Approved

**10. INFORMATION ITEMS**

No items were discussed.

**11. OTHER BUSINESS**

Carol Ann Chafe, Vice Chair provided a brief overview on the all candidates debate around accessibility.

Committee Members discussed It's Time for Action and the need to increase SERB for people with disabilities due to the increase in expenses experienced.

Naz Husein, Chair advised the Committee that Rabia Khadir was interviewed on CBC radio and that a link to the interview would be provided to members.

Carol-Ann Chafe, Vice-Chair provided an overview of the subcommittees for the new Committee Members and invited them to attend FADs.

Carol-Ann Chafe discussed challenges with accessible PDF documents. Ms. Chafe also complimented Teneshia Samuels, Citizen Member for her presentation at the Art Gallery of Mississauga ("AGM") and advised Committee Members that the link is located on the AGM youtube page.

**12. DATE OF NEXT MEETING**

**FADS – FACILITY ACCESSIBILITY DESIGN SUBCOMMITTEE**

Monday, September 27, 2021 at 1:30 pm

Online Virtual Conference

**AAC – ACCESSIBILITY ADVISORY COMMITTEE**

Monday, November 8, 2021 at 2 pm

Online Virtual Conference

**13. ADJOURNMENT - 4:00 P.M.**

(C. Chafe)