

## Accessibility Advisory Committee

**Date:** March 21, 2022  
**Time:** 2:02 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)
	Mary Daniel	Citizen Member
	Clement Lowe	Citizen Member
	Amanda Ramkishun	Citizen Member
	Steven Viera	Citizen Member
	Alfie Smith	Stakeholder Member arrived at 3:10 PM
Members Absent	Teneshia Samuel	Citizen Member
	Sally Wall	Stakeholder Member

**Staff Present**  
 Dan Sadler, Supervisor Accessibility  
 Janette Campbell, Accessibility Specialist  
 Taghreed Alz, Accessibility Specialist  
 Antonietta Di Salvo, Senior Talent Manager  
 Jaspreet Pabla, Diversity and Inclusion Consultant  
 Lori Kelly, Director Human Resources  
 Uzma Shakir, Strategic Leader Diversity and Inclusion  
 Amy Camera, Communications  
 Martha Cameron, Legislative Coordinator

1. **CALL TO ORDER** - 2:02 PM

Naz Husain, Chair greeted Committee Members and attendees.

2. **INDIGENOUS LAND STATEMENT**

“We acknowledge the lands which constitute the present-day City of Mississauga as being part of the Treaty and Traditional Territory of the Mississaugas of the Credit First Nation, The Haudenosaunee Confederacy the Huron-Wendat and Wyandotte Nations. We recognize these peoples and their ancestors as peoples who inhabited these lands since time immemorial. The City of Mississauga is home to many global Indigenous Peoples.

As a municipality, the City of Mississauga is actively working towards reconciliation by confronting our past and our present, providing space for Indigenous peoples within their territory, to recognize and uphold their Treaty Rights and to support Indigenous Peoples. We formally recognize the Anishinaabe origins of our name and continue to make Mississauga a safe space for all Indigenous peoples.”

3. **APPROVAL OF AGENDA**

Approved (C. Lowe)

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

5. **MINUTES OF PREVIOUS MEETING**

5.1 **Accessibility Advisory Committee DRAFT Minutes – 2022 01 17**

Approved (M. Daniel)

6. **DEPUTATIONS**

6.1 **City of Mississauga Workforce Diversity & Inclusion Strategy**

- Antonietta Di Salvo, Senior Manager, Talent Management, City of Mississauga, Jaspreet Pabla, Diversity and Inclusion Consultant, City of Mississauga, Sharmeen Shahidullah, KPMG and Seb Monsalve, KPMG to present

Sharmeen Shahidullah and Seb Monsalve of KPMG presented Recommendations that would increase awareness and facilitate Workforce Diversity and Inclusion.

The Committee members provided in response to the presentation the following:

- That a review of hiring in regards to diversity would be reviewed from past to present to provide a history and track progress;
- That the graphics and icons do not show people with disabilities which would be required to reflect inclusion and equity;
- Members discussed census results provided and requested clarity on the numbers and identifying criteria in the census results;
- Discussed employment standards and progression in recruitment of persons with disabilities both visible and hidden;

- Creating training awareness for employers that would facilitate promotion of persons with disabilities; and
- Discussed the impact of the pandemic on the \$500 accommodation contribution to employers for persons with disabilities which would be used to facilitate fulfillment of their needs.

Seb Monsalve and Sharmeen Shahidullah of KPMG and City staff responded as follows:

- That they would look into the accuracy of the statistics discussed which were high level and ensure the inclusion of people with disabilities going forward;
- That the workforce survey would include people who identified with a disability and that this statistic would be tracked over time;
- That the survey would include defining factors regarding disability and that persons taking the survey could mention any disabilities not included both visible and invisible;
- That there was an overwhelming response to participate in the focus groups;
- That the survey provides the City hard facts from those who participated and that going forward each time the survey is conducted, it will provide the ability to see a change in the number;
- That information provided would be kept confidential from the application process and that the questions are voluntary;
- Staff would review leadership training curriculum and would take this in house and that staff would partner together with other sections to work on training and recruitment.

RECOMMENDATION AAC-0011-2022

Moved By M. Daniel

That the deputation and associated presentation regarding The City of Mississauga Workforce Diversity and Inclusion Strategy by Sharmeen Shahidullah and Seb Monsalve of KPMG on March 21, 2022, be received for information.

Received

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

No questions were registered by the public.

**8. CONSENT AGENDA – Nil**

**9. MATTERS CONSIDERED**

**9.1 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)*.

Dan Sadler, Supervisor Accessibility advised the Committee that he had no updates.

## 9.2 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 the Committee as follows:

- that the Region would do an intrahub accessibility with staff which would be done through sharepoint and allow for engagement and sharing of accessibility related matters;
- that the Region does not have a FADS Subcommittee, but projects would be discussed in their Accessibility Advisory Committee; and
- that the Region would prepare a presentation on how the pandemic affected people with disabilities.

### RECOMMENDATION AAC-0012-2022

Moved By A. Ramkishun

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.

Received

## 9.3 Accessibility Advisory Committee (AAC) Work Plan

Dan Sadler, Supervisor Accessibility advised the Committee that he had no updates.

## 10. SUBCOMMITTEE REPORTS

### 10.1 Accessible Transportation Subcommittee Report - January 31, 2022

#### RECOMMENDATION AAC-0013-2022

Moved By A. Zaidi

That the presentation of the Terms of Reference for the Accessible Transportation Subcommittee presented by Martha Cameron, Legislative Coordinator be approved.

Approved

Committee Members had a discussion to clarify their position with regard to Micromobility and safety concerns prior to approving the Recommendations.

RECOMMENDATION AAC-0014-2022

Moved By A. Smith

1. That the docking and dockless stations for Micromobility devices be located on the roadway, and/or utilize available parking spaces to ensure accessible access and be removed from the sidewalks.
2. That the implementation of the City of Mississauga's Micromobility Project continue further consultation with the Accessibility Advisory Committee and/or it's subcommittees to ensure the project does not reduce accessibility or create barriers for people with disabilities and/or older adults.
3. That e-scooters as defined in the Traffic By-law 0555-2020 as amended, be banned from operating on sidewalks.
4. That licencing be required and that infractions be reported through Road Watch to the Peel Regional Police.

YES (8): Councillor M. Mahoney, Councillor P. Saito, C. Chafe, A. Zaidi, M. Daniel, C. Lowe, S. Viera, and A. Smith

NO- (1): N. Husain

ABSENT (3): A. Ramkishun, T. Samuel, and S. Wall

Carried (8 to 0)

10.2 Promotional Awareness Subcommittee Report - February 28, 2022

RECOMMENDATION AAC-0015-2022

Moved By A. Zaidi

1. That the presentation and deputation on Treat Accessibly by Rich Padulo be received for information.
2. That the Promotional Awareness Subcommittee is in support of Treat Accessibly and requests further direction from the Accessibility Advisory Committee.

Received

RECOMMENDATION AAC-0016-2022

Moved By C. Chafe

That the deputation by Dan Sadler, Supervisor, Accessibility related to the planning of the 2022 National Accessibility Awareness Week be received.

Received

RECOMMENDATION AAC-0017-2022

Moved By C. Chafe

That the deputation and presentation of the Draft Terms of Reference for the Promotional Awareness Subcommittee by Martha Cameron, Legislative Coordinator be approved.

Approved

10.3 Facility Accessibility Design Subcommittee Report –March 7, 2022

RECOMMENDATION AAC-0018-2022

Moved By C. Lowe

That the deputation and associated presentation regarding Enhanced Bus Shelter Design by Alana Tyers, Manager, Service Department on March 7, 2022, be received for information.

Received

RECOMMENDATION AAC-0019-2022

Moved By C. Lowe

That the Memorandum dated February 9, 2022 entitled "Use of Braille on Universal Washroom Signage" by Janette Campbell, Accessibility Specialist be approved.

Approved

RECOMMENDATION AAC-0020-2022

Moved By C. Lowe

That the presentation of the Terms of Reference for the Facility Accessibility Design Subcommittee presented by Martha Cameron, Legislative Coordinator be approved.

Approved

**11. INFORMATION ITEMS**

11.1 Appointment of New Members to the Promotional Awareness Subcommittee and Accessible Transportation Subcommittee

- Martha Cameron, Legislative Coordinator to provide an update to the Committee of interest to join Subcommittees by Amanda Ramkishun and Mary Daniel.

RECOMMENDATION AAC-0021-2022

Moved By S. Viera

That the verbal update from Martha Cameron, Legislative Coordinator advising the Accessibility Advisory Committee that Amanda Ramkishun and Mary Daniel be appointed as Citizen Members to the Promotional Awareness Subcommittee and that Amanda Ramkishun be appointed to the Accessible Transportation Subcommittee, be received.

Received

**12. OTHER BUSINESS**

**13. DATE OF NEXT MEETING**

FADS – FACILITY ACCESSIBILITY DESIGN SUBCOMMITTEE

Monday, April 18, 2022 at 1:30pm  
Via Online Virtual Conference

AAC – ACCESSIBILITY ADVISORY COMMITTEE

Monday, May 9, 2022 at 2pm  
Via Online Virtual Conference

**14. ADJOURNMENT - 4:12 PM**

(M. Daniel)