

Transforming Attitudes, Embedding Change

THE CITY OF VANCOUVER'S ACCESSIBILITY STRATEGY (Phase 1)



Council Presentation

1. Recommendations

2. Background

- Timeline
- Provincial Legislative Framework

3. Phase 1: Accessibility Strategy Elements

- Overarching Direction & Transforming the Culture
- Community Recommended Approaches
- Eight Focus Areas
- Accountability Framework

4. Proposed Phase II

Recommendations

- A. THAT Council approve Phase 1 of *Transforming Attitudes, Embedding Change: The City of Vancouver's Accessibility Strategy*, including goals and objectives, definitions, principles, approaches, focus areas and accountability framework.

- B. THAT Council acknowledge a culture of ableism present in institutions and communities, including the City of Vancouver, and the increased need for education and awareness around accessibility for staff in all City departments, as a foundational approach required to embed change and shift this culture.

- C. THAT Council approve the scope of work for Phase 2 of the Accessibility Strategy including the development of a multi-year action plan, establishing an accountability framework and Accessibility Committee and developing a financial and delivery strategy for Phase II.

Recommendations (cont.)

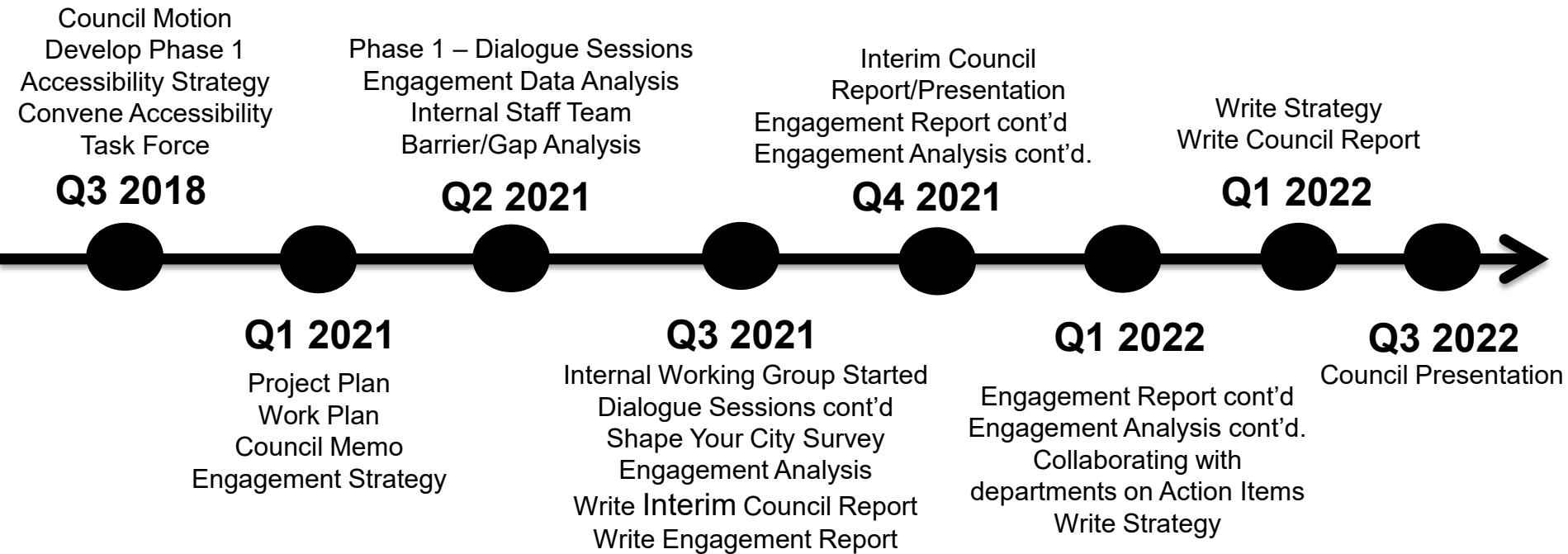
- D. THAT Council approve in principle the departmental actions identified in the Strategy and direct staff to identify required resources for consideration in future City budget processes.
- E. THAT Council direct staff to report back in 2024 on the status of Phase 2 deliverables, including an update on consultation with the provincial government on the establishment of the accessibility standards within the *Accessible British Columbia Act*.
- F. THAT Council authorize the Director of Legal Services to prepare and bring forward for enactment amendments to the Parking By-law No. 6059 generally as in Appendix C & D to advance City standards for accessible parking in new developments.

Recommendations (cont.)

- G. THAT Council refer the Accessibility Strategy to Vancouver Public Library Board, the Vancouver Police Board, and the Vancouver Board of Parks and Recreation, and encourage these boards to adopt policy aligned with the Strategy.

- H. That Council endorse the continuation of the Accessibility Strategy Task Force to advise staff on the further development and implementation of this strategy until the legislatively mandated Accessibility Committee is established.

Accessibility Strategy Timeline - Overview



Requirements of the Accessible British Columbia Act:

- **Accessibility Plan**
- **Ongoing Accessibility Committee**
- **Ongoing Public Feedback Mechanism**



Transforming Attitudes, Embedding Change: City of Vancouver's Accessibility Strategy (Phase 1)



Changing Institutional Culture to challenge ableism

Creating attitudinal shift through Education, Training and Awareness

“Just hearing this is making my palm sweat hearing all these stories. At the root, go to the root. If you don't go to the root, you still have the problem. That kind of ableism in so many different ways. Stagnant non-inclusive thinking. It's these repetition of cycles that you think you've made some headway and then it goes right back.”

- Dialogue Participant



Culture of Vulnerability

The culture of vulnerability acts in opposition to the generalizations of persons with disabilities, as it is a state of being that is open, curious, and ready to have brave conversations with one another, experience each other's uniqueness, and to be willing to 'show up' in the space. When relationships reach this state of vulnerability we are in a better position to work together. Instead of seeing a body not able to perform in a "normative way", vulnerability creates opportunities where we can question, seek answers, and explore creative solutions together. It is a recognition that there is not one right way of doing things. Each of us needs to be transformed; dismantling our own stereotypes and assumptions, so that we can connect with each other, build relationships, and have opportunities where we can learn from each other.

Adapted from Dr. Brown, Brene (2015) "Daring Greatly"

Community Recommended Approaches



The 2020 *Dreamweaver*, by:
James Nexw'Kalus-Xwalacktun Harry and Lauren Brevner

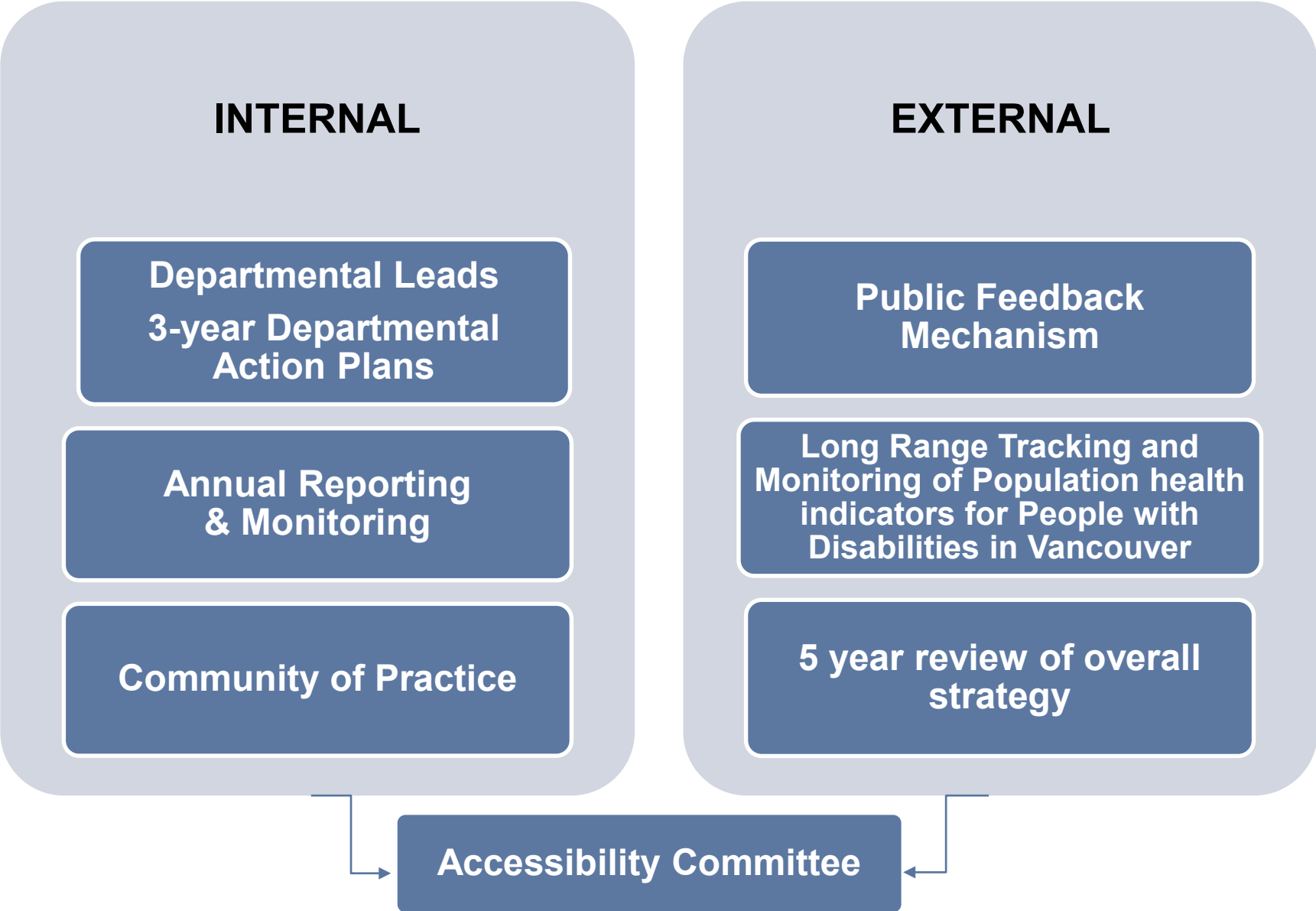
A culture-crossing collaboration. Brilliant red Vancouver Mural Festival painting at 1000 Everleigh Street downtown, depicting two women, standing back to back, cloaked in a Salish blanket

- Education & Awareness
- Intersectionality
- Social Inclusion
- Racial Justice

- 1. Built Environment and Public Spaces**
- 2. Transportation Services, Policies and Programs**
- 3. Housing Policies, Programs, and Design**
- 4. Information and Communication**
- 5. Employment**
- 6. Governance and Engagement**

7. Capacity and Collaboration

**8. Advocacy and Working with other Orders of Government
along with Other Agencies**



- Accountability framework development and implementation led by the Equity Office
- Establish Accessibility Committee
Model, mandate and membership to be determined
- Broader community engagement and to confirm Accessibility Strategy including focus areas and accountability mechanisms
- Multi-Year Action Plan
- Working alongside community organizations to implement community based projects that support the goals of the strategy.

Task Force Comments

- Nothing about Us without Us
- Task Force Independence
- Accountability
- Children with Disabilities
- Momentum and Credibility

Closing Remarks

