

**9TH REPORT OF THE**  
**ACCESSIBILITY ADVISORY COMMITTEE**

Meeting to be held on September 22, 2016, commencing at 3:00 PM, in Committee Room #4, Second Floor, London City Hall.

**PRESENT:** M. Dawthorne (Chair), J. Bell, M. Cairns, F. de Lasa, J. Madden, J. Menard, J. Quigg and J. Sanders and J. Martin (Acting Secretary).

**ABSENT:** C. Dodman, J. Ehiwario, L. Firby, A. Forrest and J. Higgins.

**ALSO PRESENT:** K. Husain and K. Walsh.

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**I. CALL TO ORDER**

1. Disclosures of Pecuniary Interest

That it BE NOTED that no pecuniary interests were disclosed.

**II. SCHEDULED ITEMS**

2. Ability First

That it BE NOTED that the attached presentation from Lesley Oliver and Dianne Evans, Ability First Co-chairs, with respect to an overview of Ability First, was received.

3. Pedestrian Crossover

That it BE NOTED that the attached presentation from D. MacRae, Division Manager, Transportation Planning and Design, with respect to the pedestrian crossover program, was received.

**III. SUB-COMMITTEES & WORKING GROUPS**

**IV. CONSENT ITEMS**

4. 8th Report of the Accessibility Advisory Committee

That it BE NOTED that the 8th Report of the Accessibility Advisory Committee from its meeting held on August 25, 2016, was received.

5. Municipal Council Resolution - Draft Coloured Crosswalk Policy

That it BE NOTED that the Accessibility Advisory Committee (ACCAC) referred the matter of the Draft Coloured Crosswalk Policy to their Policy and Planning Sub-Committee for review and report back to the ACCAC; it being noted that the Municipal Council resolution adopted at its meeting held on

August 30, 2016 with respect to the 6th Draft Coloured Crosswalk Policy, was received.

6. Notice of Application - Old Oak Properties Inc. - Lands within the Southwest Area Secondary Plan

That it BE NOTED that a Notice dated September 8, 2016 from L. Maitland, Planner, with respect to an application submitted by Old Oak Properties Inc. related to the lands within the Southwest Area Secondary Plan, was received.

## **V. ITEMS FOR DISCUSSION**

7. Medway North Trail Implementation

That the Civic Administration BE INVITED to a future meeting of the Accessibility Advisory Committee (ACCAC) to provide an update with respect to the progress of the Medway North Trail Implementation; it being noted that a communication from Linda McDougall, Ecologist, with respect to this matter and a communication related to “Medway Moments”, were received.

## **VI. DEFERRED MATTERS/ADDITIONAL BUSINESS**

8. Municipal Council Resolution - 7th Report of the Accessibility Advisory Committee

That it BE NOTED that the Municipal Council resolution adopted at its meeting held August 30, 2016 with respect to 7th Report of the Accessibility Advisory Committee, was received.

9. Feedback on Accessibility Advisory Committee Pamphlets

That it BE NOTED that the Accessibility Advisory Committee (ACCAC) referred the feedback from C. Da Silva, Specialist, Municipal Policy (AODA) related to the ACCAC pamphlets to its Education and Awareness Sub-committee.

10. (ADDED) Built Environment and Facilities Sub-Committee

That the Civic Administration BE REQUESTED to review and report back to the Facility and Built-Environment Sub-committee with respect to pedestrian accessibility at the intersection of Oxford and Talbot Streets and any proposed timelines for new construction or renovations to this intersection; it being noted that the attached report of the Built Environment and Facilities Sub-Committee from its meeting held on September 12, 2016, was received.

11. (ADDED) Mayor's New Year's Honour List

That it BE NOTED that the Accessibility Advisory Committee (ACCAC) referred the Mayor's New Year's Honours List to its Policy and Planning Sub-committee for review and report back

with respect to the nomination category, "Person with a Disability".

12. (ADDED) Request For a Bench at Bus Stop

That it BE NOTED that the Accessibility Advisory Committee (ACCAC) referred the attached communication dated September 22, 2016, from B. Clarke, Manager Regional Operations, Middlesex Oxford DeafBlind Ontario Service with respect to a request for a bench at a bus stop to the policy and planning sub-committee for review.

**VII. CONFIDENTIAL**

*(See Confidential Appendix enclosed for Members only.)*

The Accessibility Advisory Committee convened in camera from 4:33 PM to 4:56 PM, after having passed a motion to do so, with respect to the following matter:

C-1            A personal matter pertaining to identifiable individuals, including municipal employees, with respect to the 2016 Mayor's New Year's Honour List.

**VIII. ADJOURNMENT**

The meeting adjourned at 5:10 PM.

NEXT MEETING DATE: October 27, 2016

# Hiring for Ability



## Our Mandate

Business professionals, motivating and supporting employers to hire and retain persons with disabilities.



Ability First Coalition awarded 2015 City of London - Diversity, Race Relations and Inclusivity Award



## Committee Members

### Co-Chairs

**Dianne Evans** – Free at last    **Lesley Oliver** – Western University

**Past Chair** - Bert Floyd – TD Bank Group

**Treasurer** - Brigitte Neale, Schulich

**Secretary** - Kandace Cook – City of London

### Committee Members

Martin Withenshaw – Workforce Planning and Development Board

Denise Gold – Independent HR Consultant

Jason Ménard – Digital Echidna

Katie Froussios – TD Canada Trust

Amy Grant and Mary Forret – 3M

Doug Mantle – King's University College

Jeffrey Preston – Fanshawe College

Brandi McIlvenny – Sifton Property Management

**PIE Representative** – Wendy Lau, LEADS



## Business members

3M

City of London

Digital Echidna

Schulich School of Medicine & Dentistry

TD Bank Group

TD Canada Trust

Western University

Workforce Planning and Development Board

Kings University College

Sifton Property Management



## The Facts

**One in six people has a disability**

**Canada** – 2001 – 12.4% disabled

2012 – 13.7% disabled

**Ontario** – 2001 – 13.5% disabled

2011 – 15.4% disabled



## The Facts

- People with disabilities have twice the unemployment rate
- People with disabilities do not have the same access to employment that the rest of us take for granted
- Their work histories may contain unexplained gaps
- They may have limited job experience
- Some are seeking only part-time work



## Workplace Benefits

- A workplace that reflects society
- Loyal, committed new employees
- Reduced staff turnover
- Enhanced staff morale
- A stronger and more inclusive community commitment, enhancing its image and reputation



## "Disability" doesn't always mean "Wheelchair" or "White Cane".

- Very few people with disabilities actually use wheelchairs.
- Visual, auditory, or intellectual disabilities are often "invisible".
- 50% of disabilities are mild, with little or no impact on employment.



## Diverse workplaces are more Innovative Workplaces

"Organizations that explicitly value diversity will create a more positive working environment for all employees, which is critical for fostering innovation."

*Ernst & Young survey 2011*



## MYTHS vs FACTS:

### Individuals with disabilities in the workplace



## There are NO Hidden Costs or Obligations.

- Your WSIB costs will not increase.
- People with disabilities can be hired, supervised, disciplined, or terminated just like any other employees.



## Workplace Accommodation: Myth vs. Facts

Statistics Canada reports the most common workplace accommodations are:

- Modified work hours
- Special chair or back support
- Modified or ergonomic workstation



## Employers say people with disabilities don't apply

- More than half employers surveyed reported never having hired someone with a disability because they don't know how to recruit them.
- Key challenge was finding qualified job applicants who were people with disabilities.



## Employers say people with disabilities don't apply

- Employers must better identify themselves as organizations with policies and practices to accommodate people with disabilities.
- Employers must remove barriers preventing a person with disabilities from applying



## If you want to hire:

When businesses are looking to hire, Ability First refers them to Partners in Employment (PIE) to help them find qualified candidates.



## PIE Member Agencies

- ✓ ATN Access Inc.
- ✓ Canadian Hearing Society
- ✓ Canadian Mental Health Association (CMHA) Middlesex
- ✓ Community Living London
- ✓ Cornerstone Clubhouse
- ✓ Goodwill Career Centre
- ✓ Hutton House
- ✓ LEADS Employment Services
- ✓ Middlesex Community Living
- ✓ Ontario March of Dimes
- ✓ Southwest Centre for Forensic Mental Health Care
- ✓ CREST Support Services
- ✓ Quad County Support Services



## What PIE does?



**Partners In Employment**

- Connects with employers to create opportunities for people with disabilities in London & Middlesex
- A community-based coalition of more than a dozen member agencies that provide training and workforce readiness services to people with disabilities



## PIE Services

- Referral of qualified, motivated, dependable workers
- Assistance with orientation and training, job coaching
- Information about job accommodations
- Assess your eligibility for incentive programs or wage subsidies



## 2015 CHAMPION AWARD WINNERS



Farmers' and Artisans' Market



Corus Radio London



Hampton Inn



## FUTURE CHAMPION AWARD WINNERS



Insert YOUR Organization's Name here!



## Thank You!

[www.abilityfirst.ca](http://www.abilityfirst.ca)







## Pedestrian Crossover (PXO) Program



Accessibility  
Advisory  
Committee

September 2016

Transportation Planning &  
Design



*“Strengthening Our  
Community by investing in  
programs and infrastructure  
to make London more  
accessible and safer for  
pedestrians”*

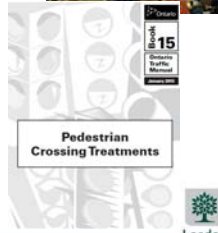
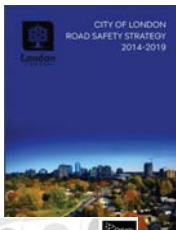


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## Background

- In 2014, Council approved the London Road Safety Strategy (LRSS)
- Ontario Traffic Manual Book 15 was developed in partnership with the Ontario Traffic Council and other municipalities including City of London
  - Three new variations of PXOs are introduced for lower-speed lower-volume roads
- Bill 31 took effect on January 1, 2016
  - Bill 31 dealt with the amendment to the Highway Traffic Act to enable the new devices



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## Facts about PXOs

- PXOs are a set of roadside signs and pavement markings to provide pedestrians the right-of-way when crossing the roadway
- Limited to roads with max posted speed limit of 60 km/h
- Require motorists & cyclists to yield to pedestrians within or intending to enter the crosswalk
- PXOs are not traffic calming measures



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## Conditions to Implement PXOs

- Appropriate pedestrian and vehicle volumes to address a need for pedestrian connectivity
- Pedestrian facilities on both sides of the road which are maintained in the winter
- Curb and sidewalk depressions at the crossing
- Appropriate sight lines
- Not within 200 m of another crossing control treatment
- Illuminated with street lighting meeting provincial standards



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## PXO Types

- **PXO Type D (new):** low traffic volume single lane roadways, such as locals, secondary collectors, single lane roundabouts and channelized right-turn lanes.
- **PXO Type C (new):** low to medium traffic volume single or multi-lane roadways, such as primary collectors, and low volume arterials and roundabouts
- **PXO Type B (new):** medium traffic volume single or multi-lane roadways, such as primary collectors, arterials and medium volume roundabouts
- **PXO Type A (Pre-existing):** medium to high traffic volume multi-lane arterials

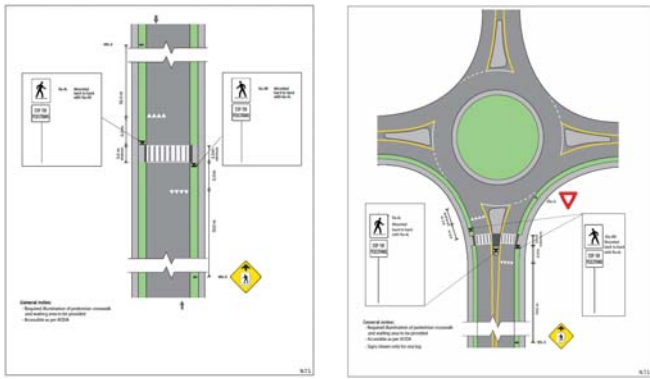


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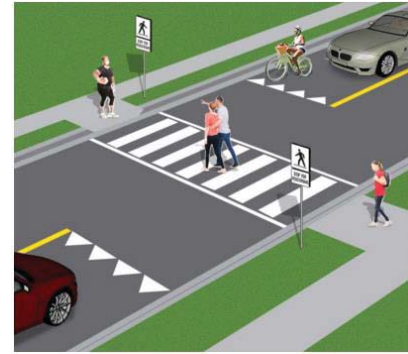
# PXO Type D



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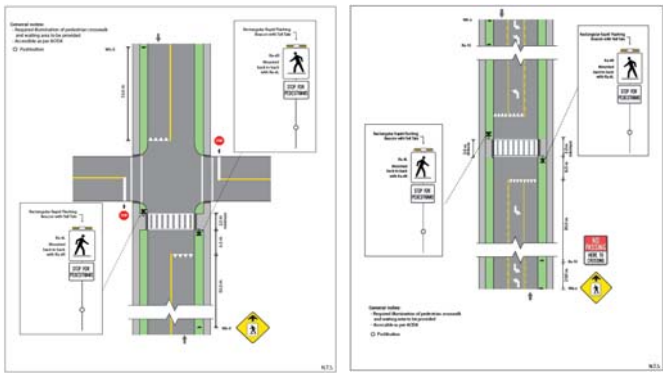
# PXO Type D



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# PXO Type C



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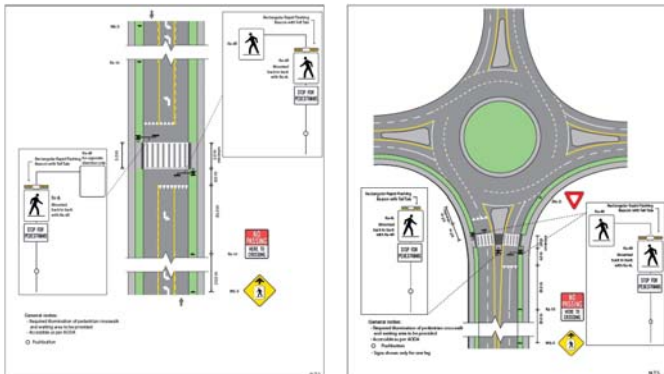
# PXO Type C



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# PXO Type B



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# PXO Type B

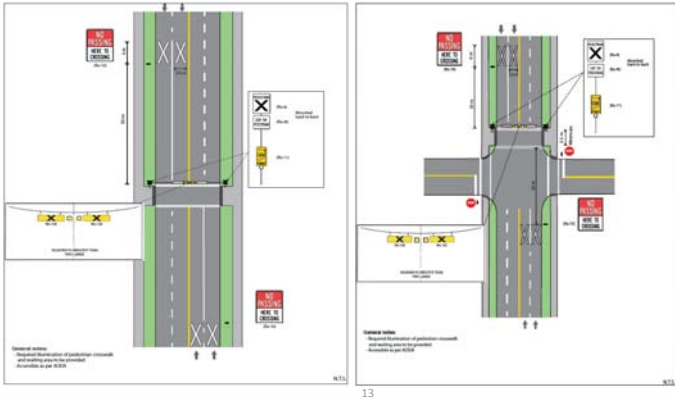


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## PXO Type A



## PXOs Selection Criteria and Strategy

- Strategy approved by Council in May 2016
- Initial phasing of PXO implementation at low risk locations will allow road users to frequently become familiar with the treatments at lower risk locations
- Most of the initial PXO Type D locations have been selected from the current list of school crossing guard locations with no existing traffic control
- Locations are prioritized where drivers are already accustomed to pedestrians crossing
- The initial focus is on Type D installations and a few Type C

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## PXOs Selection Criteria and Strategy

- Additional locations will be identified
- PXO Program follows the process provided in Book 15:
  - Screening process for potential crossing locations based on pedestrian volumes, desire lines and connectivity, traffic volumes, road context and risk assessment
  - PXO Type Selection Process based on vehicular volumes, posted speed limit and number of lanes
  - Determining the required conditions for the installation of the PXO

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## Communication Strategy

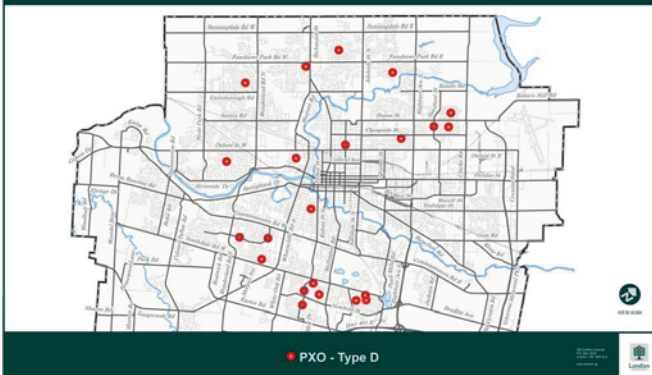
- **A communication strategy** is underway to raise awareness and educate Londoners

- Media Event
- Radio Ads
- Transit Bus and Shelter ads
- Website and Social Media
- Communications with School Boards



## Initial PXO Locations

### PROPOSED 2016 PEDESTRIAN CROSSOVER (PXO) LOCATIONS



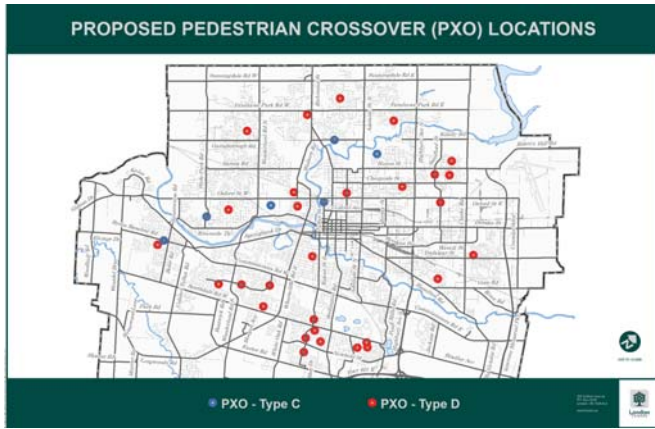
Street	Location
Chippewa Drive	At Apache Road
Colborne Street	At St. James Street
Ernest Avenue	At Lacey Crescent (south intersection)
Ernest Avenue	At Muriel Crescent (north intersection)
Glenora Drive	30 m south of Glengyle Crescent (south intersection)
Hastings Drive	138 m north of Virginia Rd
Hawthorne Road	At Chapple Hill Road
Hillview Boulevard	30 m west of Cherokee Road
Jalna Boulevard	At Ponderosa Crescent (south intersection)
Jalna Boulevard	38 m west of Poplar Crescent (west intersection)
Landor Street	At Wethered Street
Millbank Drive	At Bridlington Road
Millbank Drive	At Dudley Crescent (north intersection)
Notre Dame Drive	At Norton Avenue
Osgoode Drive	At Harding Crescent (north intersection)
Sandford Street	At Beckworth Avenue
Tewksbury Crescent	At Tudor Street
Valetta Street	100 m north of Deer Park Circle (south intersection)
Viscount Road	At Steeplechase Drive
Viscount Road	160 m north of Galloway Crescent
Woodward Avenue	At Edinburgh Street
Wortley Road	At Duchess Avenue

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# Initial PXO Locations





**ACCAC – Built Environment and Facilities Sub-Committee (BEFSC)**  
**MEETING REPORT**

**Monday, September 12, 2016**

Present: J. Sanders, J. Madden, M. Dawthorne, M. Cairns, J. Bell, A. Forrest,  
J. Michaud (Parks, Planning Division)

Start: 8:00pm

**1. Review, updates of Active items**

a) Playground Survey:

- <https://www.london.ca/city-hall/accessibility/Pages/Accessible-Playground-Survey.aspx>
- Again it was reported that participation/responses has been very poor to-date
- After a review of responses to-date (approx. 15) it was concluded that (in general) community participation with this project will not meet our original expectations. However, we did agree to re-connect with our original email contacts once again and leave the survey open until the end of October. At which time the survey project will be considered closed and together with the parks planning staff a review of the results and summary conclusion document will be submitted.
- Note: as earlier noted it was again suggested that as many of the smaller/older parks do not include accessible design features or surfacing, those parks may not be active within this survey as the intended users (by default) may not regularly use them

b) Accessible Cab User Review:

- Received communication (03/16) from a notable user-group outlining their personal experiences and comments with regards to the availability and service of accessible cabs
- No update at this time to report, as we are still awaiting a response to our prior request for statistical data regarding the number of cabs available and their user trip-summary reports

c) Community Gardens:

- Committee reviewed recent photos taken at Ed Blake Park with regards to our original accessibility concerns
- It was also noted that the upcoming garden project at Kiwanis Park will include raised-bed designs (for reasons other than accessibility), and our hopes are that the planting-bed designs at that park will indeed include accessibility
- Scott Stafford (Division Manager - Parks and Community Sports) has agreed to attend our October Sub-Committee Meeting to discuss our concerns and expectations in this regard, going forward

d) FADS document review:

- No further discussion at this time as we (the sub-committee) are awaiting updates from City Staff with regards to any revisions, deletions or updates to the current 2007 FADS document (as part of the 2016 work plan)

Continued,

e) Site Plan Review Process:

- Documents presented for our review, within month of August:  
1 application submission, 14 consultation submissions
- M. Dawthorne, M. Cairns, F. DeLasa, J. Sanders are collaborating (by email) on a new document (checklist spreadsheet-format) for summary site plan review process with an emphasis on what applicants should look for and/or shall include within an application submission and hope to have a draft ready for Staff review before the next meeting

## 2. New Discussion

A notable concern was brought to our attention with regards to the pedestrian crossing at the intersection of Oxford and Talbot Streets

In that there is presently not a direct accessible path-of-travel (re: neither a curb-ramp or depressed-curb) on the north side of Oxford Street in the north-west quadrant of this intersection

See attached photos and/or video link at

[https://www.youtube.com/watch?v=oFfiDD6sdfk&feature=em-share\\_video\\_user](https://www.youtube.com/watch?v=oFfiDD6sdfk&feature=em-share_video_user)

### Request for Motion 1:

That City Staff (Roadway and Traffic Control) review the intersection of Oxford and Talbot Streets with regards to pedestrian accessibility and provide the Facility and Built-Environment Sub-committee with any comments or feedback accordingly. Of particular interest would be any proposed timelines for new construction or renovations to this intersection.

## 3. New Discussion

With regards to the proposed trail-review for Westminster Ponds, three members (M. Dawthorne, J. Sanders, J. Madden) completed a walk-through of the present trail system(s). Notes and photos were taken and shared for discussion to the group with regards to accessibility of both the proposed trail changes (to connect the Dearness Home to the W.E. S. Cabin Site) and the adjoining trail's boardwalk and viewing station.

Follow up discussion will be through the TAG Community Meeting, Thurs Sept. 29.

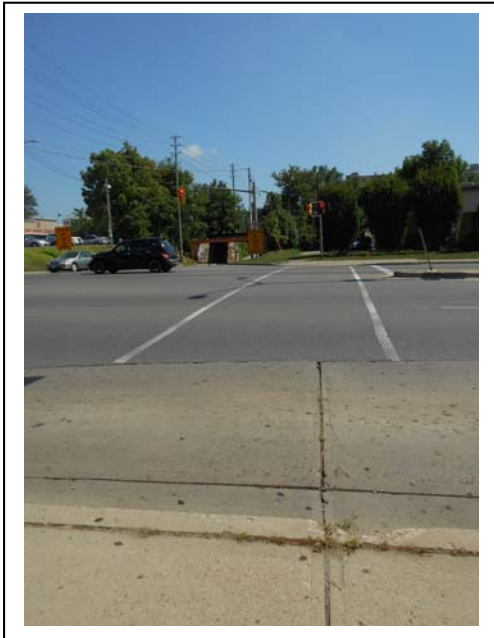
## 4. Next Meeting

- Tuesday, October 11, 2016, 7:00-8:00 pm  
**North London Optimist Community Centre (Mtg Rm #2)**  
1345 Cheapside Street

Adjournment: 9:00 pm



Google Images, July 2016



User Video Link: [https://www.youtube.com/watch?v=oFfiDD6sdfk&feature=em-share\\_video\\_user](https://www.youtube.com/watch?v=oFfiDD6sdfk&feature=em-share_video_user)

**From:** Brenda Clarke (MROMidsoxford) [<mailto:mromidoxford@deafblindontario.com>]  
**Sent:** Thursday, September 22, 2016 10:23 AM  
**To:** Westlake-Power, Barb <[bwestlak@london.ca](mailto:bwestlak@london.ca)>  
**Subject:** request for a bench at bus stop

Dear Barb – I note from the email response that Betty is out of the office and she gave your address as a contact. I understand that there is an Accessibility Committee meeting this afternoon so I am copying you on my email to Betty.

I would appreciate any assistance you can provide.

Thank you

Brenda

**Dear Betty,**

**I am writing to you as the Committee Secretary for the Accessibility Committee for the City of London.**

**DeafBlind Ontario Services owns a home on Sandbar St. in London where we provide Intervenor support services to four ladies who each experience various degrees of reduced mobility. I see from your website that the goal of the Accessibility Committee is to provide a - barrier free London.**

**My request is advocating for the City of London to provide a bench at the existing bus stop at the corner of Aldersbrook and Lawson.**

**A bench at this location would allow these people to be able to rest while waiting for the bus as well as increase their safety in inclement weather. A bench at this location would increase their quality of life as it would facilitate using the transit system to access their community.**

**Thank you for taking this matter into consideration. If you require further information please feel free to contact me at 519-619-7233 or at my attached email address.**

**I look forward to hearing from you.**

**Brenda**

**Brenda Clarke CCDBS-2** | Manager, Regional Operations, Middlesex Oxford  
DeafBlind Ontario Services | 17665 Leslie Street, Unit 15 | Newmarket, ON L3Y 3E3  
p: 519-619-7233 | f: 905-853-3407 | toll free: 855-340-3267  
[mromidoxford@deafblindontario.com](mailto:mromidoxford@deafblindontario.com) | [www.deafblindontario.com](http://www.deafblindontario.com)



**Lend your support to these upcoming events:**

**[Indulge Your Senses \(Sep. 22\) – An upscale, indulgent affair for women!](#)**