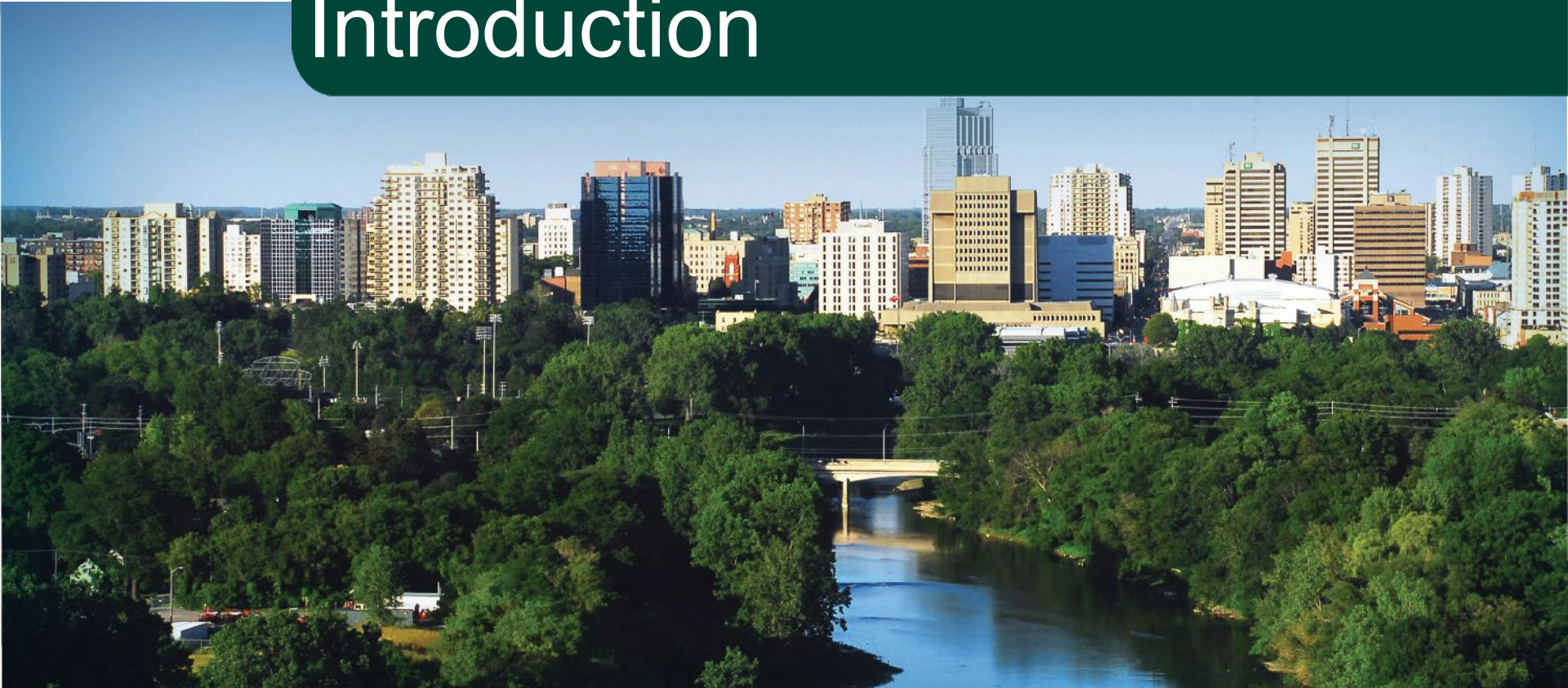




# Accessibility Community Advisory Committee – Introduction



**Melanie Stone – Accessibility & Inclusion Advisor  
Anti-Racism and Anti-Oppression Division 2022**



# Accessibility & Inclusion Advisor

## External

- Concerns re: City Services
- Concerns re: businesses/landlords etc...

## Internal Advising

- Advising on projects re: accessibility and inclusion
- Ensuring AODA compliance
- Training & Support
- Revising policies etc...

## Web Compliance - Training and editing of documents

- Help remediate documents
- Train staff on accessibility requirements for web compliance (PDF, powerpoint, excel, etc...)



# External Inquiries

- I can assist with City Service inquiries
- I cannot assist with private business inquiries/landlord tenant issues etc...
- In these cases I do a warm referral to additional supports but the City does not oversee these areas. Private business accessibility is overseen by the province.





# Internal Work

- Advising on projects/policies etc...
- Supporting our employee resource group (ERG) – Access without limits
- Training & Education events
- Accessibility Budget
- Developing new programs/accessibility plans



Access Without Limits



# Important Resources



311 or 519 611 CITY (2489)



Or [service.london.ca](http://service.london.ca)



Most efficient way to report an issue.



# Service London Portal



Service London

Track Your Service Request

Service Request #



## What Type of Issue are you Reporting?



Report a Garbage, Yard Waste  
or Recycling Issue »



Report a Tree Issue »



Report a Road or Sidewalk Issue  
»



Request Parking Enforcement »



Report an Issue in a Park or  
Playground »



Report Private Property  
Flooding »

# Facilities Accessibility Design Standards (FADS)



**2021  
Facility  
Accessibility  
Design  
Standards**







# ACAC Provincial Requirements

- By law, you **must** consult your accessibility advisory committee on these specific matters:
- when establishing, reviewing and updating your multi-year accessibility plans
- when developing accessible design criteria in the construction, renovation or placement of bus stops and shelters
- when determining the proportion of on-demand accessible taxicabs needed in your community
- on the need, location and design of accessible on-street parking spaces when building new or making major changes to existing on-street parking spaces
- before building new or making major changes to existing recreational trails to help determine particular trail features
- on the needs of children and caregivers with various disabilities in their community when building new or making major changes to existing outdoor play spaces
- on the design and placement of rest areas along the exterior path of travel when building new or making major changes to existing exterior paths of travel






# Site Plans & developments

- You **must** provide site plans and drawings from developers to your accessibility advisory committee in a timely manner, when requested.
- For example, site plans for:
  - subdivisions
  - municipal offices
  - community centres
  - recreational centres
- You **must** seek the committee's advice on accessibility for people with disabilities on buildings that the municipal council:
  - constructs
  - purchases
  - significantly renovates
  - leases or declares a municipal capital facility
  - Elements of a site plan that impact accessibility could include:
    - buildings
    - driveways
    - entrances
    - curbs or ramping
    - parking areas
    - sidewalks
    - landscaping
    - fences
    - exterior lighting
    - municipal services
  - ACAC has previously established a site plan checklist for all applications for development, ensuring that accessibility is built into all plans.



# How do I work with ACAC?

- I attend meetings to be a resource to you.
- I work to ensure that issues related to accessibility including new programs we're developing are presented to you for feedback where required/needed.
- I'm here to answer questions related to AODA/IASR or other programs/policies related to accessibility internally or externally

The logo features a central white diamond shape with a thin white border, set against a light gray background. The diamond is surrounded by four overlapping geometric shapes: a yellow triangle in the top-left, a teal triangle in the top-right, a teal triangle in the bottom-left, and a yellow triangle in the bottom-right. The text "Anti-Racism & Anti-Oppression Division" is centered within the white diamond.

**Anti-Racism & Anti-  
Oppression Division**



# Our Mandate

Our mandate is to create and sustain action-focused, positive, and lasting systemic change in the City of London so that race or membership in an equity-deserving group does not predict one's access to opportunities or ability to engage whole heartedly in the London community. We will do this through relationship building, research, community engagement, best practices, education, critical self-reflection and shared leadership.





# Our Work

- Accessibility and Anti-Ableism
- Newcomer Strategy and LMLIP
- Action Plan to Disrupt Islamophobia
- Anti-Black Racism Strategy
- Truth and Reconciliation Action Plan
- Gender Equity and Safe City for Women and Girls
- Community Engagement – targeting equity-deserving groups
- Anti-Racism and Anti-Oppression Foundations training for staff and Council
- Anti-Racism and Anti-Oppression Framework including an Equity Tool



# Our Team



## **Director – Rumina Morris**

Provides leadership and guidance to the Anti-Racism Anti-Oppression Division with a focus on supporting the organization and the community in taking tangible actions to dismantle racism and oppression.



## **Indigenous Community Liaison Advisor – Alizabeth George-Antone**

Supports the implementation of the Truth and Reconciliation Calls to Action across the corporation; building bridges and relationships with both urban and on-reserve local Indigenous communities and helping to create awareness and find solutions to the inequalities that Indigenous people still experience.



## **Black Community Liaison Advisor – Yvonne Asare-Bediako**

Works within the community and across the organization to establish shared understanding and values to combat/interrupt inequity, discrimination, anti-Black racism and oppression, specific to the diverse Black communities.



# Our Team



## **Accessibility and Inclusion Advisor – Melanie Stone**

Works to create a more accessible workplace and community. Helps to create programs and training opportunities to improve employee understanding of human rights, AODA and inclusion principles



## **Senior Coordinator, Community Engagement: Equity & Inclusion – Kinga Koltun**

Works with staff, external partners, and community members on engaging together in conversations and work around making the community inclusive and welcoming. Largely focused on community engagement and support, Kinga has been strategic in the development and sustenance of the Community Diversity and Inclusion strategy (CDIS).



## **Equity and Inclusion Advisor – Krista Arnold**

Focuses internally on what our organization can do to change practices and policies that are excluding employees from bringing their whole selves work. This includes gathering data through the workforce census, coordinating applicable training, making tools and resources available, and supporting the work of ERGs.

# Our Team



## **Jill Tansley - Manager, Strategic Programs and Partnerships**

My work is around immigration, supporting the London & Middlesex Local Immigration Partnership and the London Newcomer Strategy.



## **Heather Bunting, Administrative Assistant II**

In my role as Administrative Assistant II, I provide support to the whole team and can be your central point of contact for Rumina Morris, Director, Anti-Racism and Anti-Oppression.





# Upcoming Projects for your insight

- Looking for your support and input into the Anti-Racism and Anti-Oppression Framework and Equity Tool
- Accessibility Plan – Draft – 2022-2025 – Summer 2022