



ACCESSIBILITY PLAN 2023

Town of Osoyoos

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Introduction

The Osoyoos Community is located in the center of the Okanagan-Similkameen region and is one of the major 4-season Resort Towns in the South Okanagan Valley. Osoyoos is more than a place; it's a way of life.

With the warmest temperatures in Canada, picturesque landscapes, and a friendly community, it is no wonder more and more people are choosing to live and work in Osoyoos, BC. The Osoyoos Community has a multitude of recreational facilities including hockey and curling arenas, pickle ball and tennis courts, baseball diamonds, recreational water parks and more! Not to mention many clubs and community groups that appeal to many interests.

When combined with our labour pool, strategic location, infrastructure, and low overhead costs, Osoyoos' ability to retain and attract new industries is unparalleled. Over the next few years, economic development in Osoyoos will be solely focused on diversifying the current economic offering to establish a multifaceted, year-round economy for tourists, entrepreneurs, investors, and residents alike.

The diverse economy of Osoyoos supports construction, health care, and retail growth sectors with emerging sectors in film and aerospace.

Agriculture, viticulture, tourism, and hospitality are long-established industries for the region. Osoyoos continues to diversify its economy building upon well-established economic strengths in agriculture & ecotourism, all-season recreation, and hospitality.

Our Accessibility Story

The Town has been proactive in making the community accessible. The Town is a designated Age Friendly and Accessible community with an Accessibility Committee in place since 2013.

The Accessibility and Age Friendly Advisory Committee (AAFAC) is established by council resolution to provide recommendations on matters pertaining to accessibility and to report these matters to Council in order to improve accessibility in the Town. The establishment of this policy will aid in removing physical and social barriers that prevent Town citizens from leading a full and productive life.

The committee will oversee the "Age Friendly Program" and monitor and review the recommendations identified as part of the age-friendly process. They will advise future planning of municipal services, programs, and facilities. They will monitor these services and evaluate the progress of these activities. This will include identifying issues related to accessibility in the community, investigating improvements to identified issues, evaluating community input in addressing these issues, and advising Council on preferred ways to address accessibility matters.

Since 2013 the committee has completed an audit through SPARC (Social Planning and Research Council of BC) and has made a number of accessible changes. We have installed two Mobi-Mats at our beaches, and purchased a Mobi-chair and Trail Rider. Other improvements include: curb let downs, automatic doors, wheelchair accessible ramps, chair

lift, accessible playground equipment, rubber fall surface installations, adult change table room, and Scent Garden. The community support is overwhelming, and the interest of community members at large is very positive.

Message from the Mayor Leadership

Council is very supportive of the Accessibility Committee and the work they do. This initiative has been in place since 2013 and has served the community well. This new plan has ambitious goals that I know the Committee will achieve, as we have enthusiastic volunteers that want to improve accessibility for us throughout the community.

On behalf of Council, I look forward to working with the committee to improve upon Canada's warmest welcome!

Message from Accessibility Committee

We are very fortunate to be part of the Province of British Columbia's Accessibility Plan in creating and maintaining accessibility enhancements for everyone. The Town of Osoyoos has proactively addressed accessibility concerns since 2013 when Council implemented the Accessibility and Age Friendly Committee. Since then, we have been addressing issues and have been lucky to recruit valuable members of the public who have taken the lead to address change.

With the Accessibility Act becoming legislation, we are now in a position to ensure that accessibility challenges are being addressed in a more open and transparent means. It also conveys a timeline that cannot be delayed or put off at a later time. This plan will improve the quality of life for people with disabilities and ensure they are provided with the tools to lead a fulfilling and meaningful life. We are very happy to be in a position to get this plan functional.

Acknowledgement of Key Contributors

We would like to acknowledge the following in the development of this plan.

- Town Council
- Town Administration
- Accessibility and Age Friendly Committee
- Social Planning and Research Council of BC
- Age Friendly and Accessibility BC
- Osoyoos and District Museum

Territorial Acknowledgement

We respectfully acknowledge the Syilx Okanagan Nation and their People, in whose territory we stand and are gathered upon.

Definitions

Town – Town of Osoyoos

SPARC – Social Planning Institute of British Columbia

AAFAC – The Accessibility and Age Friendly Advisory Committee

Accessibility British Columbia Act – Passed in June, 2021, intended to make the province more inclusive for people with disabilities by identifying, removing and preventing barriers to accessibility.

Executive Summary

The Town Accessibility Plan aims to chart a path forward to remove and prevent barriers in the Town, especially for persons with disabilities. This plan is the foundation on which Osoyoos will identify more specific actions in future versions, after first identifying barriers and determining initial actions the Town will take to remove or prevent them. Collaboration and ongoing consultation, both within the Town and with our community, will be essential as we develop an accompanying implementation plan in 2023 that provides clear, detailed and concrete timelines and actions.

The principle that persons with disabilities be involved in all stages of the design and implementation of the plan, has been and will continue to be fundamental in the development of this plan and its evolution. Multiple feedback mechanisms, including an anonymous form, are available to enable staff, members of the community, and the general public to continue contributing to this plan into the future.

Barriers are outlined in relation to seven categories: employment; the built environment; information and communication technologies; communication; procurement of goods, services and facilities; design and delivery of programs and services; and transportation. For employment, barriers have been identified in relation to hiring, retention and promotion; accommodation policies and practices for Town staff; and creating inclusive policies and practices. For the built environment, a barrier has been identified in relation to issues with building access, navigation and individual workstations. For information and communication technologies, barriers affecting both Town staff and the research community have been identified in relation to digital tools, platforms and software; websites and the employee intranet; and direct communications. For communication, a barrier has been identified in relation to disability awareness. For procurement of goods, services and facilities, barriers have been identified with regard to new policy requirements and clarity around what barriers exist in the procurement process. For design and delivery of programs and services, barriers faced by the community have been identified in relation to eligibility and application-stage requirements; lack of transparency on adaptive measures, including policies related to deadline extensions; evaluation criteria; “special circumstances” “allowable inclusions”; committee member workload and committee meetings; and direct costs of research. For transportation, a barrier has been identified in relation to the prioritization of lower-cost transportation for both staff and the community.

This accessibility plan is based on internal and external consultations. Internally, the Accessibility and Age Friendly Committee have identified and barriers and are proactive in addressing them. Externally, SPARC identified barriers within the Town’s programs and services, and recommended actions the Town could take. The committee will continue to meet regularly as per the terms of reference. Ongoing consultations with the community, subject matter experts and authorities will help prioritize improvements over the short and long term. This plan will be monitored and governed through the Accessibility and Age Friendly Committee on a monthly basis.

Framework Guiding Our Plan

Accessible BC Act Principles

The overarching principle of the Accessibility Plan is that persons with disabilities are involved in all stages of design and implementation of the plan and in all initiatives and activities of the Town. By engaging those who experience the most persistent barriers and by embracing intersectional perspectives and lived experiences, all will benefit. This plan is based on five sub-principles:

Well-being

The Town will target and implement enhancements, changes and improvements that prioritize the well-being of the community.

Transparency and collaboration

The Town will work in the open, through collaborative and inclusive means. Our efforts, progress and challenges will be shared across the organization and with our community.

Equity, diversity and inclusion

The Town's efforts will leverage and support objectives on equity, diversity and inclusion (EDI) to provide fair and equitable access to funding and promote an inclusive and diverse workplace.

Flexibility and innovation

The Town will explore all options to maintain an ever-evolving plan and reach its objectives.

Sound stewardship

The Town will support sound stewardship of public funds, through transparent and coordinated governance and decision-making.

Existing Policies

Policy COM-005 - Accessibility and Age Friendly Terms of Reference
Bylaw 1375 - Official Community Plan

Vision Statement

To provide quality community services and facilities, which meet the needs of the current and future residents of Osoyoos, in a socially, economically and environmentally sustainable manner.

Other Legislation

UN Declaration on the Rights of Persons with Disabilities

https://lop.parl.ca/sites/PublicWebsite/default/en_CA/ResearchPublications/201309

Canadian Charter of Rights

<https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccd/ressources-ressources.html#copy>

Accessible Canada Act

<https://laws-lois.justice.gc.ca/eng/acts/a-0.6/>

BC Human Rights Code

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01

Accessible BC Act

<https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019>

ABOUT OUR COMMITTEE

ACCESSIBILITY AND AGE FRIENDLY COMMITTEE – TERMS OF REFERENCE

1.0 PURPOSE

Bill 6 – *Accessible British Columbia Act* supports the identification, removal and prevention of barriers to the full and equal participation in society of persons with disabilities by requiring the government and other organizations to establish accessibility committees and develop accessibility plans and by providing for the development and enticement of accessibility standards.

2.0 ROLE AND MANDATE

The Accessibility and Age Friendly Advisory Committee (AAFAC) is established by council resolution to provide recommendations to matters pertaining to accessibility and to report these matters to Council in order to improve accessibility in the Town of Osoyoos. The establishment of this policy will aid in removing physical and social barriers that prevent Town citizens from leading a full and productive life. The committee will oversee the “Age Friendly Program” and will monitor and review the recommendations that are identified as part of the age-friendly process. They will provide advice for future planning of municipal services, programs and facilities. They will monitor these services and evaluate the progress of these activities. This will include identifying issues related to accessibility in the community, investigating improvements to identified issues, evaluate community input in addressing these issues and advise council on preferred ways to address accessibility matters.

3.0 COMPOSITION

The committee shall consist of 6 members of the general public and will be a combination of people with disabilities, seniors, service providers who are familiar with accessibility issues, at least one indigenous person and a member with a background in the construction industry. At least half of the members will be persons with a disability.

The Community Services Director will co-chair with an appointed member from above. The co-chair will be elected by the committee at its first meeting. An elected official from Town Council will be included as a voting member who will act as a liaison between the committee and Council. Quorum will consist of the majority of all the current committee members.

4.0 APPOINTMENTS

Members will be formally appointed by Council and will sit on the advisory committee for the duration of the 4-year term of Council. Members who are absent for three consecutive meetings without notifying one of the co-chairs will be dismissed from the committee. Council will appoint another member in this instance. Members will be required to notify one of the co-chairs at least a day prior to the meeting if possible.

5.0 PROCEDURES

Meetings will be scheduled once a month or when required. If additional meetings are required notice must be sent to the co-chairs and the majority of members must approve. A regular schedule will be approved following the first meeting. Meeting minutes will be included as part of the regular meeting of Council following every committee meeting.

CONSULTATION CONDUCTED

Consultations to Date

Independent Community Meeting Report November 27, 2019 Town of Osoyoos

Meeting was organized by the Town of Osoyoos Accessibility and Age Friendly Committee.

The attendance was approximately 25 people.

The meeting was held at the Sonora Community Center in Osoyoos, B.C.

The Meeting

We had representation from group homes, care givers, Town Council, members from the accessibility and age friendly committee, manager from the Sunshine Ridge retirement residence, South Okanagan Chamber of Commerce, parents who have children with disabilities, staff from Town of Osoyoos, manager from Better at Home society, members from the new museum building society, members from the Senior Center, members from the Hospice Society and members from the general public. Included with these representatives was a person in a wheelchair and a visually impaired person with a guide dog. We followed the template agenda that was part of the package.

Key Themes

Yes we used the sample agenda that was provided. The key topics included:

1. Topic 1: Accessibility Through Legislation-What's Important to You
2. Topic 2: The Proposed Approach: Scope, Definition, Purpose and Principles
3. Topic 3: Accessibility Standards-Areas of Focus
4. Topic 4: Implementation Details: Incentives, Compliance and Enforcement
5. Topic 5: Culture Change-Looking Beyond the Legislation

TOPIC 1: What important to you?

- Community Center only place with an adult change table. Why? Great that we have one but they are not plentiful.
- Establish/Enshrine principles of accessibility: has to be normal and simple, raise the principle of no debate.
- Physical accessibility.
- Everyday physical environment-height of cashiers at store. Hard to see what's on the cash machine?
- Education/Emotional/ Physical/should be an easier transition and not complicated/Goal to have it all included or inclusive.
- Should be part of school curriculum.

- Budget/Cost to improve existing infrastructure.
- Need to have an incentive for people to change.
- Portable ramps for easier mobility purposes.
- Great to have existing standards but they need to be updated on a regular basis (ie: fall surfacing at playgrounds- wood chips are not accessible).
- Awareness: Universal pathways in playgrounds, parks and trails.
- In businesses during the holidays the clutter is unbearable.
- Hearing impaired devices at public places.
- Building codes is a true need.
- Consult with people who have disabilities on a regular basis.

TOPIC 2: Proposed Approach

Model

- Need stakeholders that live with disabilities to be involved.
- Legislation has to be reviewed on a regular basis. Maybe every 3-5 years, but not longer.
- Budget is always an issue. Tax breaks and incentives would be preferred over grants. Who decides if a grant is approved? Funding should be provided and not through granting process.
- People with intellectual disabilities need to be included.
- Why are the stats only reflective on people 15 years of age and older? What about children younger?

Purpose

- Practical barriers such as digital technology and the difficulty some people may have to use.
- Climate change/air quality could be incorporated.
- Older adults with visual impairments-practical need (i.e.: voice commands on appliances).

Definitions

- Too broad-left up to interpretation/need to be more specific.
- May not meet legislation needs.
- Very fine balance.
- Some barriers are not obvious.
- Disability parking – all parking should not be the same. A person who uses a wheelchair and ramp needs more room.
- Implore more pictures – some people may not be able to read or speak a different language.

Principles

- Age is a factor.
- Adaptability-enlightened best practices.

- Self-determination.
- Collaboration-need for reaching the proper stakeholders. Making it easier for all to be part of the change.

TOPIC 3: Accessibility Standards – Key Areas of Focus

- Doctors office examining table – why are there no accessible tables?
- Discussed health navigator – person who can assist and point person in right direction more efficiently.
- Flexibility in workplace – hours and environment.
- Universal pathways, roads and sidewalks.
- Crosswalks – discussion about audible signals and why does it cost so much. Should be included on all signals.
- Pavers should never be used on sidewalks. High maintenance and cost prohibitive.
- Sign language – why are communities lacking or even Canada as a whole?
- Transportation is not readily accessible in Osoyoos. Even in larger cities at times difficult for a guide dog to be in a taxi. Some complain about allergies.

TOPIC 4: Implementation details, compliance and enforcement

- Top three items(no order):
 - Funding programs and financial incentives to improve accessibility.
 - Publications and information about known barriers to accessibility.
 - Mandatory standards.
- Financial penalties for non-compliance was also on the top five.

TOPIC 5: Looking Beyond Legislation

- Review other provinces and take best practices approach
- Education seemed to be the most important. Many individuals who attended today didn't realize some of the everyday barriers that exist.

Round Table

- Very useful meeting today. Learned a lot about barriers people face.
- Regular everyday items are not know.
- We all need to be learning all the time.
- Parking around Town Hall – people who need this service will know, but not others. Need let downs.
- Local committee - great ideas.
- Checklist could be designed by committee.
- Accessibility needs to be improved.
- Infrastructure and affordability will be a huge issue.
- Hospitals – no pre-planning, need to be accessible. Doors sometimes too small.
- Provincial best practices.
- Retro-fits for municipal or other buildings.
- Maybe expand to have an award for structures that have been retrofitted, possible tours to show others.
- Nosie levels need to be discussed especially for people who are sensitive to loud noise.

Overall the comments from the attendees were very positive and supportive. They liked the idea of sharing their input to assist this process. One of the main themes centered on education and the fact that most able-bodied people do not realize what the issues are and when retro-fits are discussed the costs are unbearable. Federal and provincial funding must be available in order to achieve the goals of the proposed legislation.

Age Friendly Assessment and Action Plan

<https://osoyoos.civicweb.net/Documents/DocumentDisplay.aspx?Id=86071>

SPARC Audit

<https://osoyoos.civicweb.net/Documents/DocumentDisplay.aspx?Id=53661>

FEEDBACK MECHANISM



Accessibility Survey

We need your help to make Osoyoos a more accessible place for people with disabilities! The purpose of this survey is to record your experiences using Town facilities. The results of this survey will be incorporated into the Accessibility Plan that the Town of Osoyoos is completing. This information will help ensure that Town programs and services are accessible to people with disabilities and will assist in implementing physical Town improvements that need to be made in the future.

For alternate survey formats or to drop off in person, please contact Community Services at 250-495-6562 or recreation@osoyoos.ca

Sonora Community Center

8505 – 68 Avenue

First, we'd like to learn a little bit about you and how you get around.

1. Please check all that applies to you.

- A person with a disability
- Family member, friend, or caregiver of a person with a disability
- Employed or volunteered at an organization that provides services to people with disabilities.
- Merchant or businessperson
- Resident of Osoyoos
- Resident of RDOS, Area "A"

- Employed within Osoyoos
- Employed within RDOS, Area "A"
- I do not work or live in Osoyoos or Area "A", but I visit sometimes to see friends or family, shop, or for other reasons.
- Other (please specify)

2. How often do you visit or access any Town-owned facility or building (Recreation Facilities, Town Hall, Marina, etc)?

- Weekly
- Monthly
- Several times a year
- Never

3. How do you travel to Town-owned facilities or buildings?

- Bus
- Car
- Bike
- Walk
- Other (please specify)

4. Have you encountered any barriers to accessing any Town-owned facility or building? If so, please describe the situation below.

5. Do you participate in any Town programs or activities? (e.g. fitness classes, summer parks and recreation programs, Town council meetings, etc.)

Yes

No

Please check all that apply.

Summer Program

Fitness Classes

Recreation Programs

Town Council Meetings

Public Open House Forum

Other (Please Specify)

6. Have you encountered any barriers to participating in a Town program or activity? If so, please describe the situation in the box below.

Yes

No

Other (please specify)

7. Do you use a regular or electric wheelchair?

Yes, always

No

Sometimes

8. Do you use a walker or crutch?

- Yes, always

- No

- Sometimes

9. Do you have impaired vision?

- Yes

- No

10. Do you have impaired hearing?

- Yes

- No

11. Which of the situations listed below makes navigating a sidewalk and curb ramp most difficult? Select your top 3 choices.

- The sidewalk/Ramp is too narrow

- No curb ramp where one is needed

- Overgrown plants

- Moveable objects blocking the way (e.g. car or newspaper box)

- Lack of texture or color contrast

- Fixed objects blocking the way (e.g., light pole)

- Curb Ramp is too steep

- Curb Ramp has a slippery surface

- Bumpy transition at the top and/or bottom of the curb ramp

- Other (Please Specify)
-
-

12. Which of the situations listed below makes navigating a traffic signal most difficult?

- Not enough visible crossing information for persons with vision impairment
 - Not enough audible crossing information for persons with hearing impairment
 - Crosswalk button out of reach of a curb ramp
 - Crosswalk timer too short to cross the street
 - Other Please specify)
-
-

13. Which of the destinations below are most important to address for increased accessibility? Select your top 5 choices.

Not all facilities are owned or operated by the Town of Osoyoos

- Medical buildings (hospitals, clinics, doctor's offices)
- Office buildings or other places where people work
- Government offices
- Bus stops
- Post offices
- Parks
- Places where people shop

- Libraries
- Schools
- Marina
- Recreation Facilities
- Other (please specify)

14. If you have specific problems getting around on Town of Osoyoos streets because of missing, inaccessible, or damaged sidewalks and/or ramps, traffic signals that do not help you safely cross the street, or objects in your way, please tell us about the specific problem and location.

15. Do you have other accessibility concerns?

**Complete
Thank You**

Optional

Name:

Email:

BARRIERS IDENTIFIED

The Town of Osoyoos has demonstrated its commitment to improving accessibility by:

- Establishing community accessibility as a priority issue.
- Taking steps to improve accessibility of community facilities over time (e.g. renovating washrooms, adding ramps and elevators).
- Hiring an accessibility audit consultant to assess the current level of accessibility in municipal facilities. A new audit is being planned for 2023.

The most prominent barriers that have been identified and discussed at the Accessibility and Age Friendly Committee, Council Meetings and Surveys include:

- Provide Accessible Parking
- Improve and Add Sidewalks Throughout Town
- Improve the Accessibility of Staircases and Ramps
- Provide Accessible Washrooms (braille signs, second grab bar, lower coat hook)
- Provide Accessible Paths to Key Areas in Parks
- Provide Accessible Benches and Picnic Tables
- Improve Accessible Crosswalks and Intersections

START WITH LOW COST CHANGES

There is a broad range of accessible items that range from inexpensive (or even free) to larger scale capital improvement projects which require considerable funding. One of the quickest ways to see results is to start with the low cost changes. Some examples of free/cheap changes include:

- Lowering the height of a coat hook in an accessible washroom so that it is reachable for someone seated in a wheelchair;
- Adding Braille/raised lettering signs to accessible washrooms;
- Replacing knob-style door handles with lever handles.

HIGHER PRIORITY CHANGES

While it would be ideal to upgrade all of the sites at once so that they meet the highest standard of accessibility, this may not be possible because of funding/resource limitations. Thus, the Town of Osoyoos will identify accessibility recommendations and will decide on how to proceed. Some questions that could be asked when identifying which items should be highest priority include:

- Does this accessibility barrier create a safety hazard?
- Which sites are used by the greatest number of users?
- Could implementing the accessible change help attract tourists with disabilities?

DEVELOPMENT

Consider accessibility early on during the initial design phase of a new development. It is generally more cost effective to consider accessibility early on during the design phase of a project because it limits the need for costly renovations/retrofits after the fact. Some examples of things that cost more money to do after the fact include:

- Renovating an inaccessible washroom;
- Replacing newly installed infrastructure (i.e. inaccessible picnic tables, benches, curb ramps).

DEVELOP A PLAN FOR ADDRESSING MORE EXPENSIVE CHANGES OVER TIME

It is likely that some of the more expensive accessibility modifications will need a plan for addressing them over time as time and resources permit. The Town of Osoyoos will identify the higher cost projects and develop a plan to address them over time.

OUR 3 YEAR PLAN

Summary

Priority #1: Continue working with the Accessibility and Age Friendly Committee to identify the easy quick fixes.

Priority #2: Identify and present to Council the items that would be considered smaller capital projects that can be included in the annual funding for the Accessibility and Age Friendly Committee.

Priority #3: Identify larger capital projects to include in the 10 year budget plan that would have a significant budget implication, in order to amortize over that period of time.

Detailed Plan

PROJECT	COMMENTS	DATE	QUOTE	2023 Expense
Sidewalk Improvements	Continue to monitor. Sidewalk opposite Watermark is being completed.	On-going	Na	
Mobi Mat	Another mat for Legion Beach	July, 2023	\$ 10,000	
Dog Park Accessibility	Move golf course gate up further to allow accessible parking. Have requested an update for site plan at West Bench from True Engineering.	Future		

PROJECT	COMMENTS	DATE	QUOTE	2023 Expense
Kinsmen Park	Paved walkway for access. Need updated quote. Quotes received. This is part of the carry over budget from 2022.	2023	\$ 15,000	
Accessible Fishing Pier	Co-chairs have been working with Parks BC and Osoyoos Indian Band.	On-going	\$ 50,000	
Off leash dog park	Paved path inside the park. This was based on a quote from local contractor which included a flush packed trail. Need an updated quote.		\$ 12,500	
COPD Issues	Provincial and federal govt. Restrictions on burning or anything that can be done to assist when air quality is poor?	2023		

PROJECT	COMMENTS	DATE	QUOTE	2023 Expense
User Friendly Trail Guide	Reviewed Greater Victoria guide. 2-3 committee members to assist. Bring forward ideas from other communities for review. Mapping (app) similar for electric vehicles. Include location of benches on trails.	\$ 2,000		
Signage	Directional signage. Check signage parks plan. Braille could be an option. Currently only at banks in Town.	2022		
Scent Garden	Pioneer Walkway. Completed	2023		\$ 20,000

PROJECT	COMMENTS	DATE	QUOTE	2023 Expense
Goodman Park Washroom Pioneer Walkway	Root damage and issue at Goodman Park going to washroom. Need a quote to make washroom accessible from trail. Funds have been dedicated from RMI.	2023	RMI Project	
Community Garden	Discuss arranging the accessible gardens and level the area.	2023		
SPARC Audit	Proposal has been submitted. This is part of the carry forward budget from 2022.	2023	\$ 5,000	
Crosswalk from Richter Hotel to Scent Garden	The crosswalk does not line up to opposing stairs or pathway and does not have a letdown or ramp to Pioneer Walkway.		-	

PROJECT	COMMENTS	DATE	QUOTE	2023 Expense
Trail Rider Event June 3, 2023	KRIS Adaptive. Carry forward from 2022. Completed.	2023	-	\$ 1,200
		Total	<u>\$ 42,500</u>	<u>\$ 21,200</u>
		2023 Budget	-	\$ 68,556
		Balance		\$ 47,356

MONITORING AND EVALUATION

a. Monitoring

A monitoring report will be produced on an annual basis and be delivered at the first accessibility committee meeting of the fiscal year.

b. Evaluating

The organization will conduct a review and evaluation of the accessibility plan every three years from adoption 2023. This plan will be made public on our website.

CONCLUSION

In June of 2021, the *Accessible British Columbia Act* became law. Municipalities must meet requirements of the Act outlined in Part 3 – Accessible Organizations by September 2023. These requirements include establishing an accessibility committee, developing a plan to identify, remove and prevent barriers to individuals in or interacting with the organization and, implementing a process for receiving feedback.

The creation of this plan and its implementation by municipalities and other jurisdictions will result in not only meeting the requirements of the Act, but also making drastic improvements for people of all abilities.