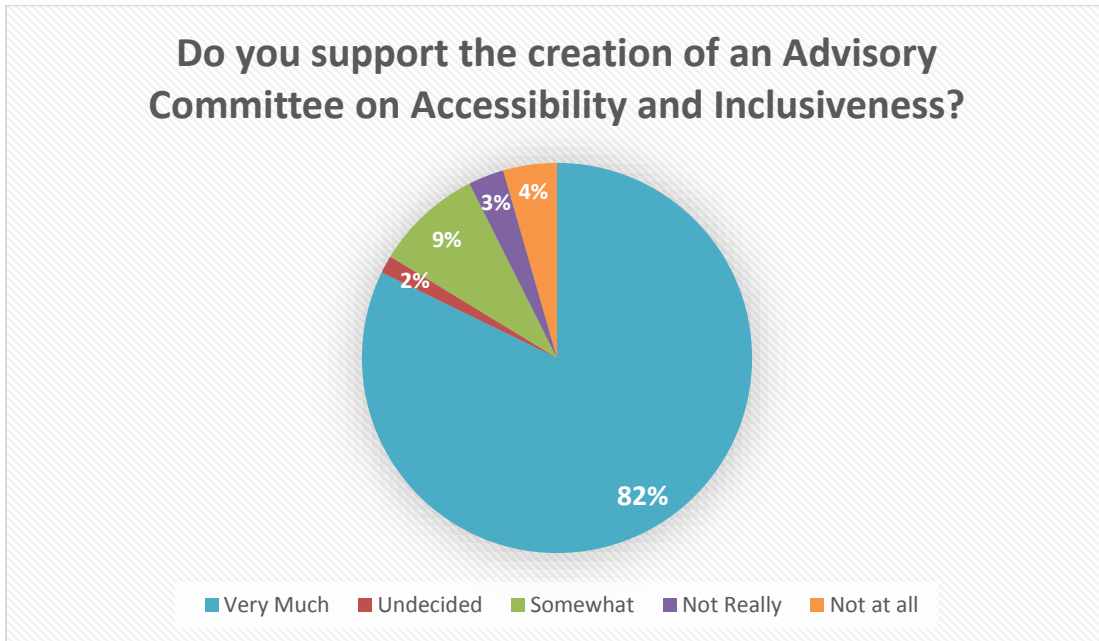


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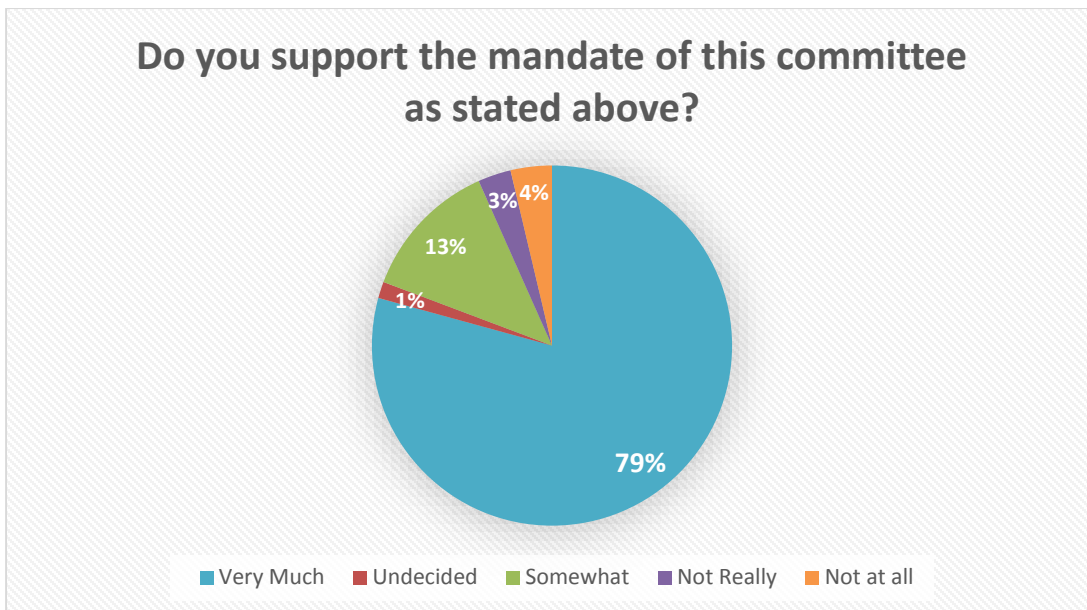
A total of 135 survey responses were submitted. A summary of that information is provided below.

Question 1:



Very Much	Undecided	Somewhat	Not Really	Not at all
111	2	12	4	6

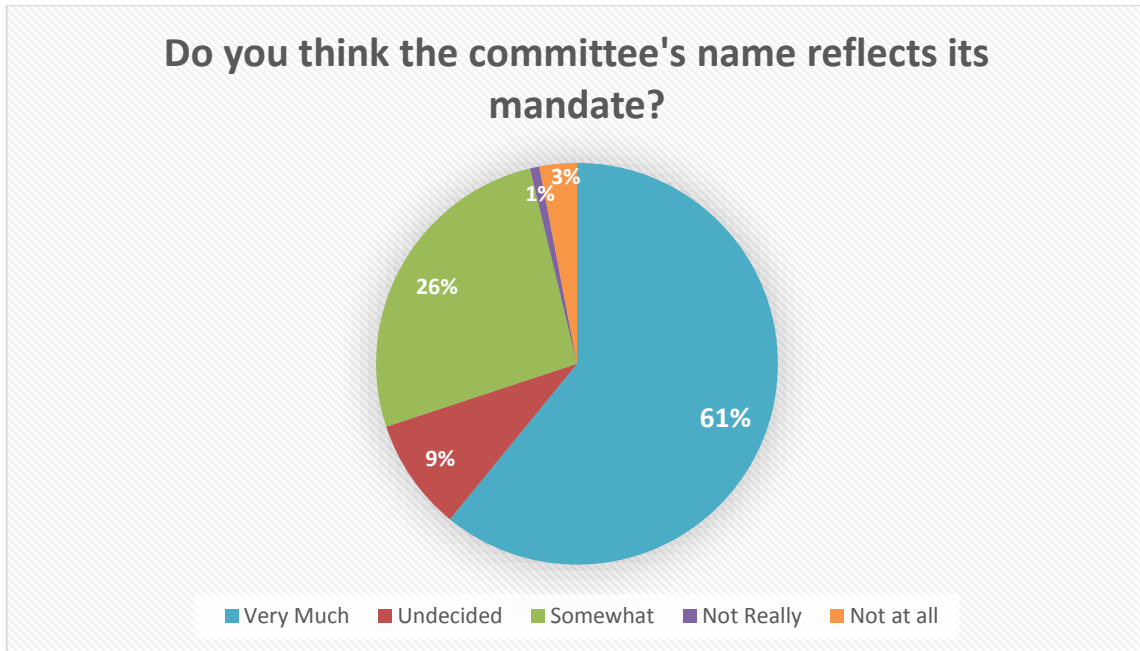
Question 2:



Very Much	Undecided	Somewhat	Not Really	Not at all
107	2	17	4	5

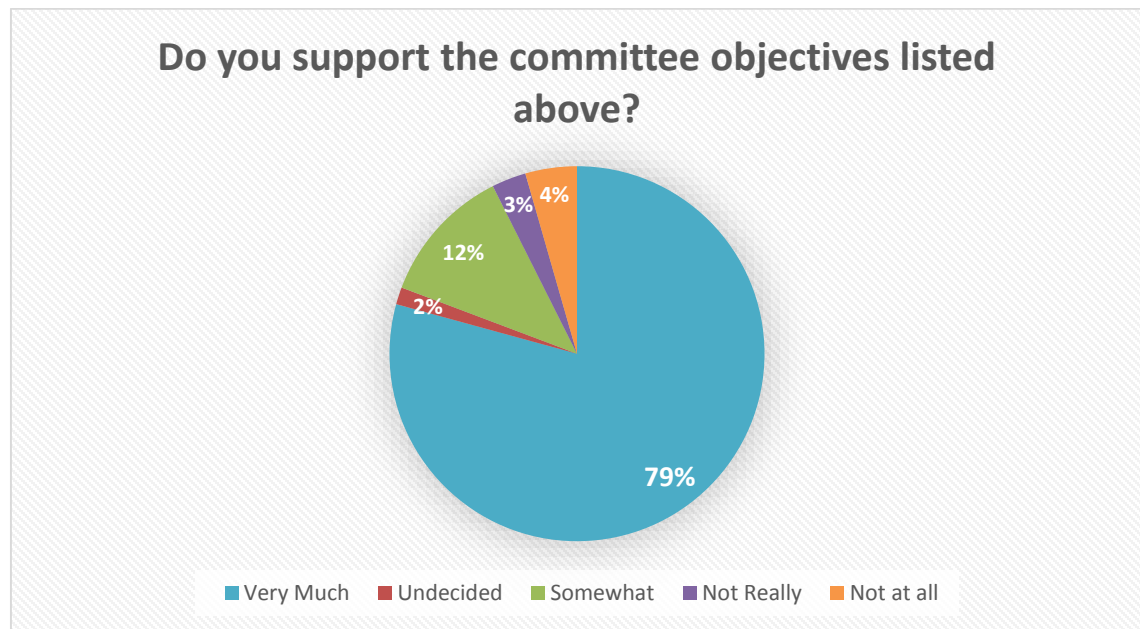
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Question 3:



Very Much	Undecided	Somewhat	Not Really	Not at all	No response
81	12	35	1	4	2

Question 4:



Very Much	Undecided	Somewhat	Not Really	Not at all
107	2	16	4	6

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Question 4:

Is there something you feel is missing from the list above? If so, please provide a brief description.

27 responses

- Provide information to perspective employers about hiring disabled workers and providing a meaningful contribution to the work place
- A committee is not required. Consultation with stakeholders and the public would be more effective and less money. You are creating agenda clogging topics for council with all these referrals.
- You are trying to solve a problem that is not defined. What do you mean by inclusion and accessible??
- This is not necessary a total waste of tax payers dollars
- Identify laws that must be passed to make inclusion and accessibility mandatory and identify what penalties for breaking those will be.
- Unless the committee has members with a professional background and qualified in areas related to their mandate, their advice should not replace professional advice.
- No mention of discussion with people or organizations that need the accessibility.
- sustainability, liveability, opportunity, provide reviews, suggestions on bylaws, work with public, clients, citizens, representative organizations, to identify, address, resolve, dialogue
- initiation, respond to other likeminded committees, work with other council committees to design and develop suggested policies and or programs that would reduce or remove obstacles to full participation of citizens in their daily lives with the goal to reflect better quality of life at least equal to other citizens
- Ensure you involve members from marginalized groups so the committee is not blind to lived experience concerns.
- “Identify barriers to inclusion and accessibility” is vague. First, for the purposes of this committee, what are the definitions of these terms? Second, defining social and political equity and the scope of those terms is vital to understand so the committee can provide effective recommendations to staff and council
- Brief examples of Nanaimoans benefiting from attainment of these objectives. “Julia first tried kayaking after the City and BC Ferries partnered on a launching facility at the foot of Brechin designed for - and by - wheelchair users. Now she leads tours.”
- I don't think anything substantial is missing from the list.

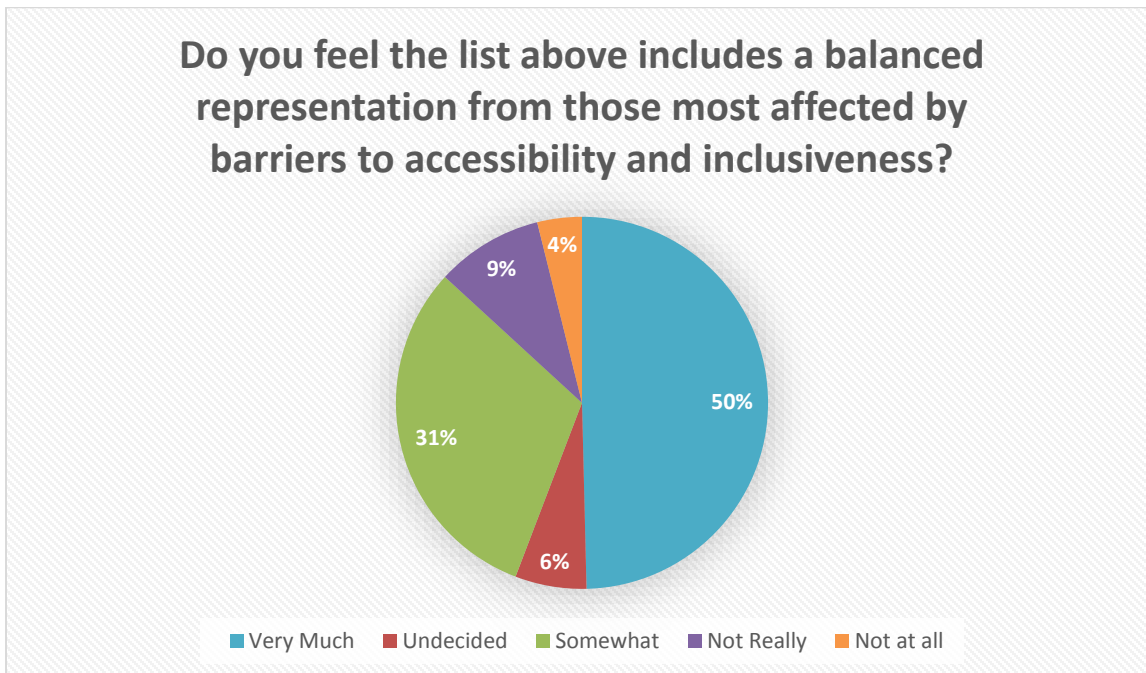
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- I would like to somehow indicate that a cultural safety and humility lens will also be applied to/ part of exploring accessibility and inclusion. I am wondering if there will be Indigenous representation on the committee? (I am a white settler but this is a question that comes up for me -- there may be barriers I am not aware of.)
- once recommendations are made to remove barriers, what power or authority will this committee have to enforce these recommendations.
- There are already many local organizations who have information and answers, it would be a lot more efficient to work with them, group them together, and start from there!
- Timeline
- Work with council and community partners to implement a dedicated pride festival inclusive of events
- accessibility and inclusiveness is key , however acceptance of diversity while addressing safety is also crucial
- Committees like this often don't work because they aren't given the appropriate powers to enact change. The language above uses words like identify, assist, participate... Will they actually be taken seriously?
- These should be separate committees, not all merged together. Disability and accessibility issues are VERY different than issues like youth, LGBT, etc. Lumping everyone together is a mistake.
- No
- Form a Statement of Human Rights for the city, endorsed by the mayor as a representative of their office, which lays out in clear terms the values of the district itself. State clearly and loudly that human rights will be upheld, our mission is to uplift all members of the Nanaimo community, and we will not be finished until we are all supported and well. Make it clear that intolerance is over, and then hold yourselves accountable to ensure that it is.
- I would love to see a hiring program for trans people. It's really hard to find work in general, but as a trans person even more so.
- Which communities are included in "Identify best practices in other communities?"
- Deal with the rising crime issues before making any fluff committees, this is a waste of time and a distraction from more pressing issues.
- All done in the context of sustainability.

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Question 5:



Very Much	Undecided	Somewhat	Not Really	Not at all	No response
64	8	40	12	5	6

Question 6:

Do you feel there is another organization that should be on this list? (keeping in mind the considerations previously stated) If so, who?

53 responses

- Vancouver Island University given their diverse student, staff, and faculty population.
- CNIB (association for the deaf and blind).
- Clay tree society
- Not necessarily an organization, but seeing some youth (ie. school aged) would be important
- At least one person should be a wheelchair user
- No, have the staff meet instead from these organizations.
- I believe at least two more at large seats should be added to ensure a broad representation from the community. The current number, while makes for a smaller committee, may be too small for ensuring proper representation.

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- Nanaimo Disability Resource Centre - a grass roots organization with people in the know about disabilities in Nanaimo
- Nanaimo has 5 private schools and one public school focused on Autism - i think you should include one of their CEOs
- Island Deaf and Hard of Hearing
- Include various representatives from Island Health who have knowledge of diverse groups, eg mental health, seniors,
- Elected council only that's what they are there for
- A qualified urban planner. Many equity and accessibility issues result from poor planning decisions.
- Disability group Vancouver island university
- Salvation army
- Not island health for a disability group, but an actual disability group. Wheelchair users, etc.
- No
- Snuneymuxw FN should have a voice!
- There is no representation of first Nations people's on the committee.
- A representative for people of colour
- indigenous community, other invisible minority, visually challenged, blind, deaf, hard of hearing, sensory challenged, sports groups representing mobility or other challenges that use city facilities
- I would suggest gender equity.
- Would it be helpful to have indigenous representation as well?
- Representation from Snuneymuxw First Nation
- An arts/culture organization
- Many important groups are represented here. I think it is also EXTREMELY important to have indigenous representation. The absence is glaring in a time when we are supposed to be working towards reconciliation.
- Liability issues can crop up so ad hoc access to legal opinions
- Those supporting individuals struggling with addictions
- Nanaimo Aboriginal Centre
- Snuneymuxw First Nation

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- BC Spinal Cord Association/formerly BC Paraplegic Society
- Mental health and addictions.
- Community Living BC
- First Nations
- I think it would be better to have a member selected by Community living BC rather than Nanaimo Association for Community Living who although a large organization is by no means representative of all adults with developmental disabilities
- Nanaimo Disability Resource Centre
- Nanaimo Family Life Association
- indigenous representation
- Nanaimo Aboriginal Centre
- Aboriginal community
- Lumping all LGBTQ2+ into one representative isn't ideal. It's always been run by gay or lesbian folks. Include separate transgender representation at least.
- Nanaimo Aboriginal Centre
- Vancouver Island University, the RCMP.
- More indigenous/POC representation
- One member nominated by the Nanaimo Women's Centre
- Someone has to represent housing. There are empty apartments in Nanaimo available with subsidy, but they are not being filled. There are people who understand the barriers to housing.
- one of the members at large should be from Citizen Advocacy which has recently amalgamated with the Women's center under the new name Society for Equity, Inclusion and Advocacy
- Nanaimo Family Life Association
- Island Crisis Care Society
- I think there should be someone for the trans community. As most LGB people don't fully understand the issues.
- Nanaimo Aboriginals Centre
- Indigenous member from Snuneymuxw First Nation
- First Nations are missing.

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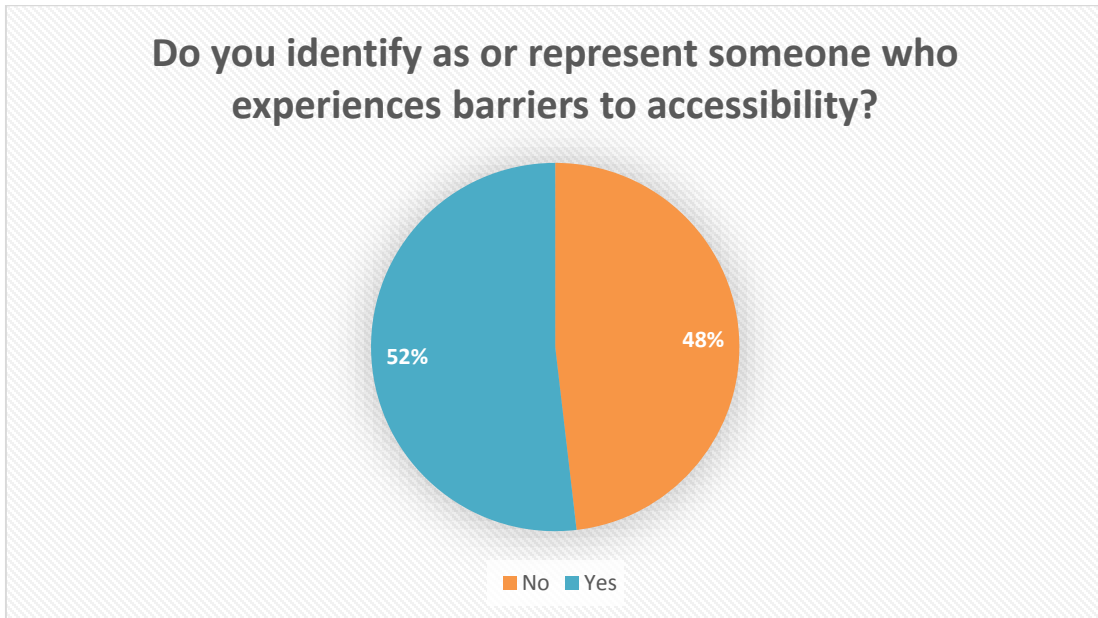
Question 7:

Do you feel there is an organization that should not be on this list? If so, who?

- School district board - they have no rights in our city government.
- SD68
- United Way - I would rather they spend their efforts on poverty reduction
- ~~Special Olympics and/or Canucks Autism Network~~ *(not on list – misunderstood question)*
- No sure if the school district isn't redundant with two councillors and youth already on
- Elected Council ONLY
- There should only be one counsel member so that another group can be added.
- ~~VIU – potentially urban planning dept.~~ *(not on list – misunderstood question)*
- United way
- Island health. You know they don't care.
- All
- ~~Nanaimo first nations Band~~ *(not on list – misunderstood question)*
- ~~Snuneymuxw and First Nations Health Authority~~ *(not on list – misunderstood question)*
- ~~Snuneymuxw health centre for example~~ *(not on list – misunderstood question)*
- Nanaimo Youth Services
- ~~NAC~~ *(not on list – misunderstood question)*
- The Nanaimo Pride Society is a political organization that advocates for positions and causes that do not reflect the diversity of views within the LGBT community.
- School district, the other organizations cover all under the school district
- ~~VIU International~~ *(not on list – misunderstood question)*
- I'm not sure the United Way is the best to represent service provision... but not sure who else to recommend either.
- ~~Pacifica Housing. Probably the Operations Manager, [REDACTED]~~ *(not on list – misunderstood question)*
- United Way.
- No

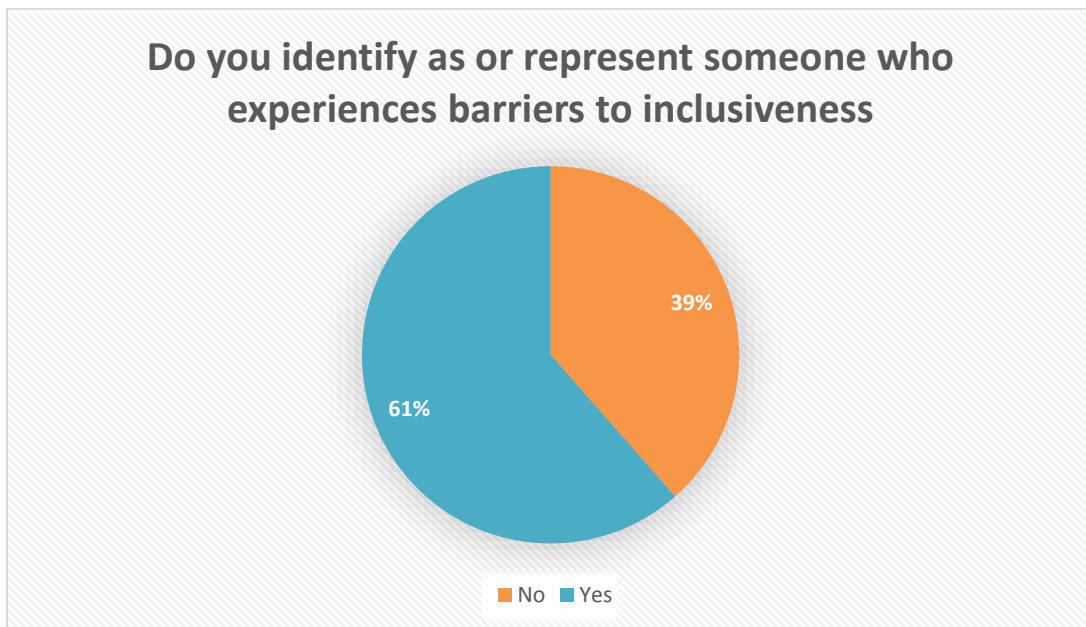
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Question 8:



Yes	No
70	65

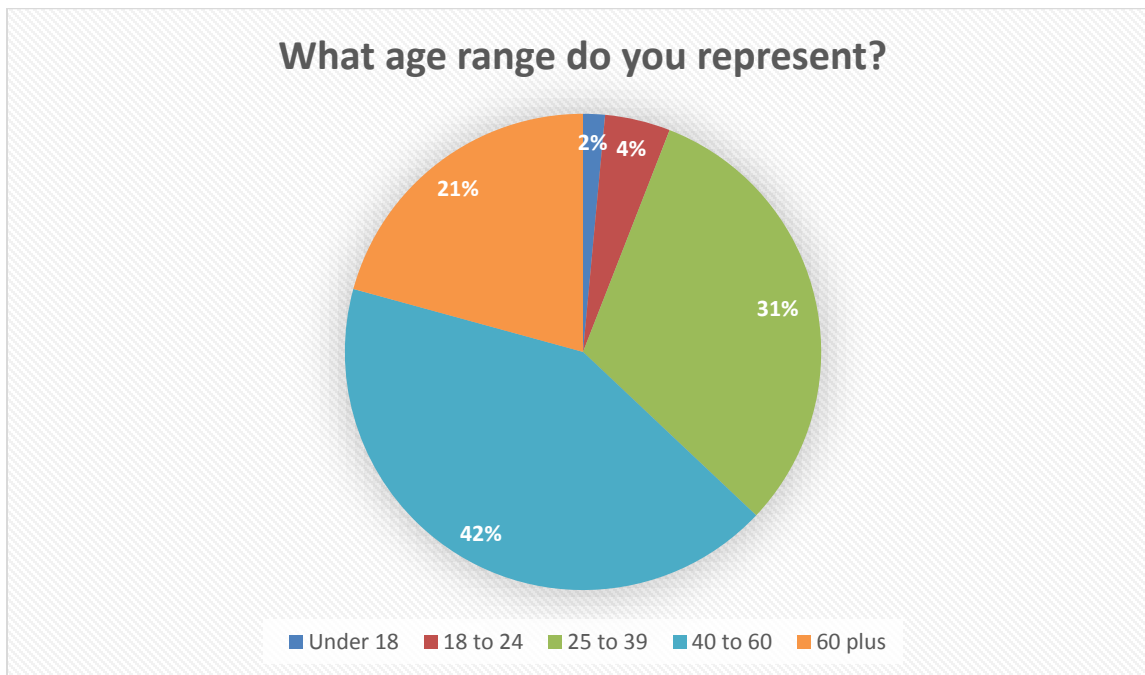
Question 9:



Yes	No
83	52

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Question 10:



Under 18	18 to 24	25 to 39	40 to 60	60 plus
2	6	42	57	28

Question 11:

Any other comments related to this committee?

22 responses

- This is an essential committee for any community, and Nanaimo has been in need for quite some time. Please take a very real and authentic approach with this committee and truly provide a space and voice for accessibility and inclusiveness in Nanaimo.
- Have staff from these organizations meet with purposeful agendas. This is creating more work and will bog down council.
- If Nanaimo needs this type of committee, will it be listened to in its recommendation for improvements and will those be enforced by bylaws and our planning department?
- Consider including an occupational therapist to help formulate recommendations for inclusion and bring a lens of universal design to the group
- This is such a waste of tax payers money. Really not needed at all

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- Transportation infrastructure and land use decisions are 2 of the most important municipal areas that impact inclusion and accessibility. The terms of reference should address policy scope not just demographic groups.
- The committee's main objective had better be sidewalk clearing. I'm sick of hearing about people from child to senior forces to be shut-ins by Nanaimos cheap, selfish, ablist, priveledged snow clearing policy. Do better!
- This committee is an excellent start. Next step, make it more than advisory.
- how does this committee support sustainability or liveability? Perhaps if recreation opportunities, transportation, bus, handidart, accessiblie sidewalks, building design were addressed? Does this committee have the abilities to conduct surveys?
- is there a measurement set to evaluate committee effectiveness or report, annual with set goals?
- I am pleased to see a committee who will focus on these issues and support all efforts in this regard - thank you.
- There should be equal representation of women and men on the committee as well as a variety of different ages.
- A representative from Snuneymuxw First Nation on this committee. There should be equal representation of men and women and cross-section of ages
- It's a good idea! Best of luck in moving forward to improve our community.
- For island health, I think an occupational therapist would be best suited
- Thank you for this committee -- or at least for considering forming this committee. Barriers to accessibility and inclusiveness send the message that some of us are lacking and others are not. Thank you for encouraging a new way forward.
- It is much needed. Please make it happen
- This committee is long over due!
- Wil they be taking requests / submissions from members of the public?
- Why aren't you following standard EDI language in naming the committee and associated language?
- I do not necessarily need a committee like this, but strongly support the forming of one for others in need.
- Thank you for taking this initiative. It's nice to know that people do care.