

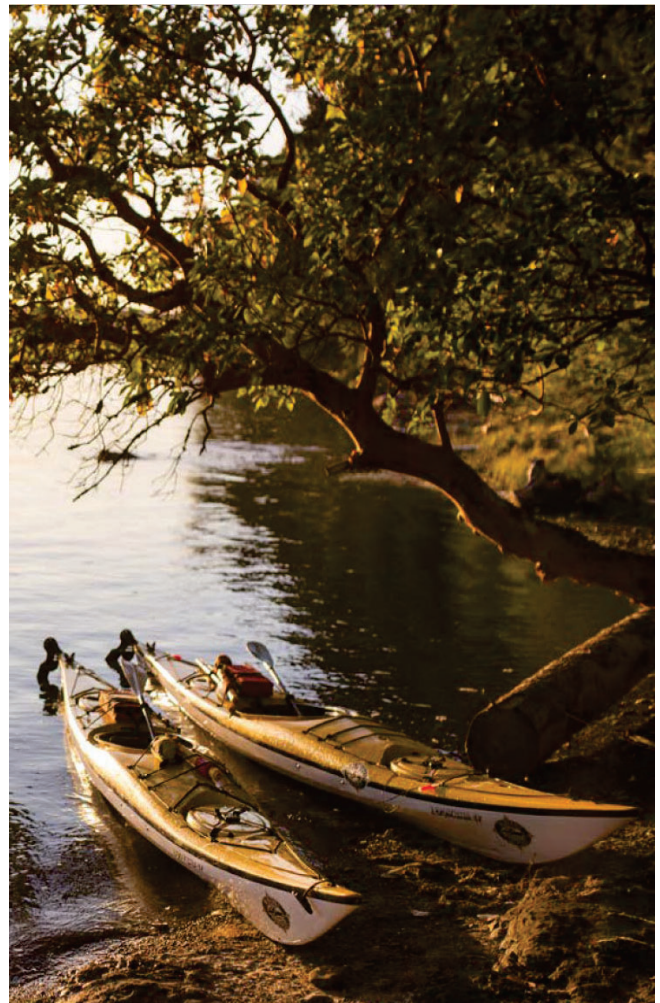
Integrated Action Plan Overview

Advisory Committee on Accessibility and Inclusiveness
2024-JAN-10

Presented by Community Planning

Agenda

- Introduce Integrated Action Plan (IAP)
- How it fits with City Plan & Monitoring Strategy
- Accessibility & Inclusiveness Actions



IAP Purpose

Communicate the full breadth of actions the City of Nanaimo may consider undertaking in the ongoing, short, and long term.



IAP Structure

- library of actions includes all actions found in the IAP
- Programs are implementable actions that result in something being created.
- Projects are built and attached to a location and lead to a physical change in the city.
- All actions are organized into three timeframes:
 - Ongoing;
 - Immediate; and
 - Future.



IAP Sample Section

EQUITY & INCLUSIVITY AT A GLANCE: AREAS OF FOCUS

Why? Building a culture of compassion and tolerance requires shared understanding and demonstrated leadership. How we plan to do this:

- Use language and communications that are gender-inclusive and accessible.
- Build City staff and Council knowledge and awareness on equity, diversity and inclusion.
- Support organizations opening doors for recent immigrants.
- Promote programs that encourage economic development and employment opportunities for diverse or under-represented groups.

Why? Celebrations foster respect and open-mindedness for others. Celebrating our differences, as well as our common interests, helps unite and educate us. How we plan to do this:

- Continue to work with local organizations to support community events that promote inclusivity.
- Increase diversity of programming opportunities and cultural programs with ethnic content.
- Continue to engage with the community to understand what programs or services we may be missing.

Integrated Actions Areas (View the sections below to see related actions)

C2.3 Inclusive & Accessible
C1.6 Inclusive & Accessible
C4.1 Inclusive & Accessible
C4.3 Inclusive & Accessible
C4.8 Inclusive & Accessible
C4.2 Inclusive & Accessible

Includes:

- Applicable policy area from City Plan
- Supporting documents that helped inform IAP actions
- The City's role
- What others do
- Three areas of focus

IAP Sample Section

EQUITY & INCLUSIVITY PROGRAM ACTIONS		
ONGOING PROGRAM LIST REGULAR & REPEATED ACTIONS		
Ref	Program	Connected City Plan Policies
C4.21	Continue to hold an Advisory Committee on Accessibility and Inclusiveness to meet the Accessible British Columbia Act.	▶ C4.21
C4.22	Review and update the accessibility plan and other City policies and actions at least every 3 years to identify, remove, and prevent barriers to meet the Accessible BC Act.	▶ C4.21
C4.23	Place an equitable distribution lens when prioritizing actions relating to community amenities, social services, facilities and mobility identified in the Integrated Action Plan.	▶ C4.22 ▶ C4.23
C4.24	Continue to offer a Leisure Economic Access Pass (LEAP) to support citizens in financial need to access Parks, Recreation and Culture community programs and services.	▶ C4.24
C4.25	Continue to offer a Community Program Development Grant to community groups and partners to reduce the financial barriers for new or expanded programs that increase opportunities for residents to participate and connect in the community.	▶ C4.24
C4.26	Maintain a public education campaign on the responsibility of property owners on maintaining clear sidewalks for universal access and mobility, including proper placement of waste receptacles and snow clearing of sidewalks.	▶ C4.25
C4.27	Develop an awareness campaign for local businesses to improve access to washrooms for people with mobility challenges, seniors, and children.	▶ C4.25
C4.28	Host training opportunities for landlords to learn about equity groups, unconscious bias, discrimination in the housing sector and cultural competency.	▶ C4.28
C4.29	Provide staff with equity, diversity and inclusion training resources, and look to engage and support all community members.	▶ C4.28
C4.30	Revise the Internal Style Guide to standardize gender-inclusive and gender-neutral in municipal communications.	▶ C4.28
C4.21	Host an annual Newcomers Welcome Event in partnership with Central Vancouver Island Multicultural Society.	▶ C4.29

IMMEDIATE PROGRAM LIST 0 - 4 YEARS		
Ref	Program	Connected City Plan Policies
C4.21	Establish and support the Advisory Committee on Accessibility and Inclusiveness as required by the Accessible BC Act.	▶ C4.21
C4.23	Work with the Advisory Committee on Accessibility and Inclusiveness and other organizations to identify ways to create a welcoming, inclusive atmosphere in the City, including City-owned facilities.	▶ C4.21
C4.24	Allocate staff resources to create a Recreation Coordinator position to focus on equity and inclusion for City programs and facilities.	▶ C4.21
C4.26	Review all municipal services for children to ensure access is equitable and without discrimination.	▶ C4.23
C4.26	Implement Phase 2 of the Leisure Economic Access Pass (LEAP) program review and take steps to build partnerships within the community for administering the LEAP program.	▶ C4.24
C4.27	Adapt recreation programming offered in the Activity Guide to be inclusive and equitable for children, youth, adults and seniors.	▶ C4.26
C4.28	Partner with other organization to establish labour market positions that include spouses targeting populations such as disadvantaged residents.	▶ C4.20

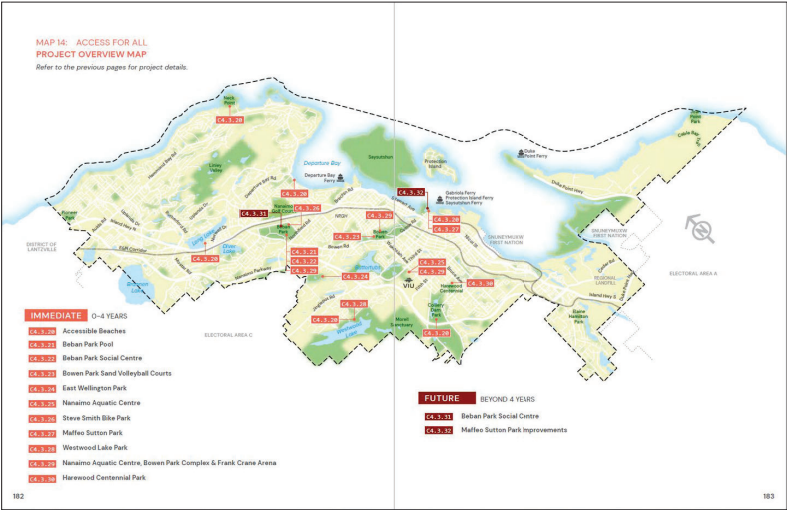
FUTURE PROGRAM LIST BEYOND 4 YEARS

No program actions currently identified for this timeframe.

Includes:

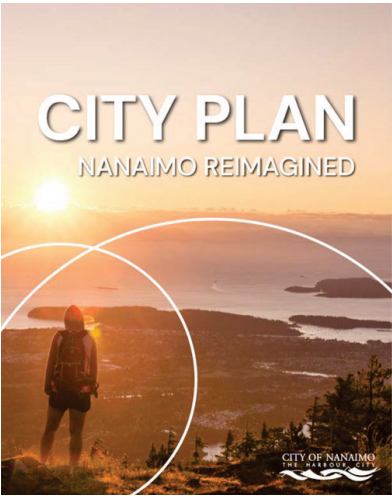
- Ongoing, immediate, and future programs and projects by focus area
- Reference number
- Program or project description
- City Plan policies connected to program or project
- Highlighted actions identified as Priority Actions by Council (star symbol and highlighted in grey)

IAP Sample Section

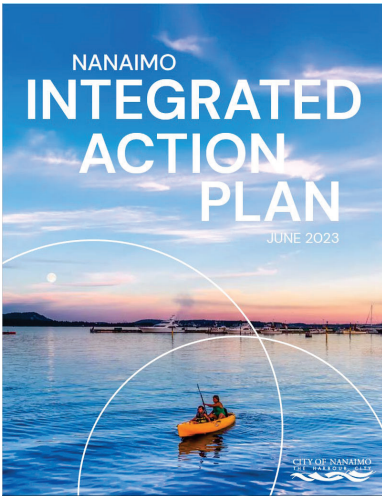


- Includes:
- Map identifying location of all projects

How the IAP is Connected



Vision



Action



Monitoring

IAP Priority Actions on Accessibility & Inclusiveness

A Green Nanaimo

36 Actions

Of the 36 priority actions under 'A Green Nanaimo', 2 relate to accessibility and/or inclusiveness.

A Connected Nanaimo

25 Actions

Of the 25 priority actions under 'A Connected Nanaimo', 5 relate to accessibility and/or inclusiveness.

A Healthy Nanaimo

46 Actions

Of the 46 priority actions under 'A Healthy Nanaimo', 7 relate to accessibility and/or inclusiveness.

An Empowered Nanaimo

64 Actions

Of the 64 priority actions under 'An Empowered Nanaimo', 27 relate to accessibility and/or inclusiveness.

A Prosperous Nanaimo

21 Actions

Of the 21 priority actions under 'A Prosperous Nanaimo', 2 relate to accessibility and/or inclusiveness.

★ Actions identified as Priority Actions by Council are highlighted in grey with a star symbol.

Equity & Inclusivity Actions

Ongoing Program List

Ref.	Program
C4.2.1	Continue to hold an Advisory Committee on Accessibility and Inclusiveness to meet the Accessible British Columbia Act.
C4.2.2	Review and update the accessibility plan and other City policies and actions at least every 3 years to identify, remove, and prevent barriers to meet the Accessible BC Act.
C4.2.3	Place an equitable distribution lens when prioritizing actions relating to community amenities, social services, facilities and mobility identified in the Integrated Action Plan.
C4.2.4	Continue to offer a Leisure Economic Access Pass (LEAP) to support citizens in financial need to access Parks, Recreation and Culture community programs and services.
C4.2.5	Continue to offer a Community Program Development Grant to community groups and partners to reduce the financial barriers for new or expanded programs that increase opportunities for residents to participate and connect in the community.
C4.2.6	Maintain a public education campaign on the responsibility of property owners on maintaining clear sidewalks for universal access and mobility, including proper placement of waste receptacles and snow clearing of sidewalks.

Equity & Inclusivity Actions

Ongoing Program List

Ref.	Program
C4.2.7	Develop an awareness campaign for local businesses to improve access to washrooms for people with mobility challenges, seniors, and children.
C4.2.8	Host training opportunities for landlords to learn about equity groups, unconscious bias, discrimination in the housing sector, and cultural competency.
C4.2.9	Provide staff with equity, diversity and inclusion training, resources, and tools to engage and support all community members.
C4.2.10 ★	Revise the internal Style Guide to standardize gender-inclusive and gender-neutral in municipal communications.
C4.2.11	Host an annual Newcomers Welcome Event in partnership with Central Vancouver Island Multicultural Society.

Equity & Inclusivity Actions

Immediate Program List

Ref.	Program
C4.2.12 ★	Establish and support the Advisory Committee on Accessibility and Inclusiveness as required by the Accessibility BC Act.
C4.2.13 ★	Work with the Advisory Committee on Accessibility and Inclusiveness and other organizations to identify ways to create a welcoming, inclusive atmosphere in the city, including City owned facilities.
C4.2.14	Allocate staff resources to create a Recreation Coordinator position to focus on equity and inclusivity for City programs and facilities.
C4.2.15	Review all municipal services for children to ensure access is equitable and without discrimination.
C4.2.16	Implement Phase 2 of the Leisure Economic Access Pass (LEAP) program review and take steps to build partnerships within the community for administering the LEAP program.
C4.2.17	Adapt recreation programming offered in the Activity Guide to be inclusive and equitable for children, youth, adults and seniors.
C4.2.18	Partner with other organization to establish labour market initiatives that include services targeting populations such as disadvantaged residents.

Access for All Actions

Ongoing Program List

Ref.	Program
Administration	
C4.3.1 ★	Continue to explore and implement existing and emerging technologies to improve access to City services online, via phone, and in person for citizens with audio-visual accessibility needs.
C4.3.2 ★	Conduct an inventory of all City-owned public buildings and facilities to identify those that would benefit from accessibility and gender diversity updates and create a prioritized list for upgrades, aligning with planned park and facility upgrades where possible.
Parks & Recreation Facilities	
C4.3.3	Coordinate provision and work in partnership with local organizations to support equitable and inclusive programs, workshops and events, such as Pride and Family Day.
C4.3.4	Adapt Parks, Recreation, Culture & Wellness programs for example summer camps to include gender-neutral options.
C4.3.5	Maintain a public education campaign on the responsibility of property owners on maintaining clear sidewalks for universal access and mobility, including proper placement of waste receptacles and snow clearing of sidewalks.
C4.3.6	Develop an awareness campaign for local businesses to improve access to washrooms for people with mobility challenges, seniors, and children.

Access for All Actions

Ongoing Program List

Ref.	Program
Recreation Programs	
C4.3.7	Offer recreation programs in partnership with other organizations that are inclusive and accessible for all ages and abilities such as Lions Free Skate and Swims, Active Pass, Stay Active, and Winter Wonderland.
C4.3.8	In partnership with Canucks Autism Network, work to support the delivery of swimming and skating lessons for children with autism.
C4.3.9	Offer Physical Literacy programs for all ages that foster engaging in physical activity for life, by building motivation, confidence and physical competence such as Gym Pals, Drop in Sports, & Seniors Fitness.
C4.3.10	Work in collaboration with the Ministry of Children and Families to integrate children with diverse abilities into mainstream summer camp programming.
C4.3.11	Work in collaboration with the Ministry of Children and Families to deliver Camp Sunsatation.

Access for All Actions

Ongoing Program List

Ref.	Program
Mobility & Transportation	
C4.3.12 ★	Work with the Regional District of Nanaimo Transit to improve the visibility and uniformness of transit stops so that they are universally accessible for all citizens.
C4.3.13	Update trailhead information and the Parks & Trails brochure both in print and online to include information on universally accessible trails, trail conditions and barriers.

Access for All Actions

Immediate Program List

Ref.	Program
Recreation Programs	
C4.3.14	Continue to request grant funds from the Municipal Insurance Association of BC to improve accessibility across all City infrastructure and amenities.
C4.3.15	Work to expand the Adaptive Hockey and other sport programs tailored towards youth and adults with diverse abilities.
C4.3.16	Work towards relaunching and expanding The Social Club, a partnership to provide programs and meeting space for people with diverse abilities.

Access for All Actions

Immediate Program List

Ref.	Program
Land Use & Development	
C4.3.17	As part of developing the Accessible and Adaptable Housing policy, research opportunities to incentive private homeowners, landlords, developers and not-for-profit housing provides to build new or update existing building and spaces to be adaptable and accessible. This includes market and affordable developments.
C4.3.18	Review Zoning Regulations and other land use policies to ensure they support enabling seniors to age-in-place by supporting alternative housing and care options.
Mobility & Transportation	
C4.3.19 ★	Work with the Advisory Committee on Accessibility and Inclusiveness to identify ways to improve public transit infrastructure for all users, particularly to rapid and frequent transit routes, and access to City-owned facilities and City run programs.

Questions?

See the full Integrated Action Plan [here](#).

