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**Date** January 16, 2025 **Report No.** 2025-9  
**To** Chair and Members  
Brantford Accessibility Advisory Committee (BAAC)  
**From** Anita Szaloky  
Director of Human Resources

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### 1.0 Type of Report

Consent Item   
Item For Consideration

### 2.0 Topic 2025-2029 Brantford Accessibility Plan [Financial Impact - None]

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### 3.0 Recommendation

- A. THAT Report 2025-9 regarding the 2025-2029 Brantford Accessibility Plan BE RECEIVED; and
- B. THAT the following comments from the BAAC BE FORWARDED to staff:
  - i. \_\_\_\_\_,
  - ii. \_\_\_\_\_, and
  - iii. \_\_\_\_\_

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## 4.0 Background

In 2005, the [Accessibility for Ontarians with Disabilities Act \(AODA\)](#)<sup>1</sup> came into force and subsequently Standards were developed to remove and prevent barriers affecting persons with disabilities in five areas. The Standards for Customer Service, Information and Communication, Employment, Transportation and Design of Public Spaces contain requirements with deadlines spanning into 2025. These Standards were brought together under one regulation, the [Integrated Accessibility Standards Regulation](#)<sup>2</sup> (*IASR*).

The City of Brantford, understanding the importance of accessibility, has continued its commitment to improve accessibility since it formed its first Accessibility Committee in 1990. In accordance with the organization's obligations under the *IASR* (O. Reg. 191/11, S. 4 (1) (2)) the Accessibility Coordinator has drafted the 2025-2029 Brantford Accessibility Plan. The Brantford Accessibility Plan outlines the accessibility actions achieved to date, with a focus on those completed in 2024 and the continuing initiatives that will ensure the City's ongoing compliance with this legislation.

The 2025-2029 Brantford Accessibility Plan indicates progress made and future plans for improving accessibility in the City of Brantford as well as overall compliance with the *AODA* and its Standards. The Brantford Accessibility Plan also addresses other accessibility initiatives at both a Corporate and departmental level.

Further information about the *AODA*, the *IASR* and other standards can be found on the [provincial accessibility webpage](#)<sup>3</sup>.

## 5.0 Analysis

The City of Brantford is committed to being a leader in making accessibility a reality, throughout the organization and in the municipality as a whole. City Council, Management and Staff have a role in creating an accessible and inclusive municipality, whether in employment or the use of goods and services provided to citizens and visitors.

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<sup>1</sup> The AODA can be read in its entirety at <https://www.ontario.ca/laws/statute/05a11>

<sup>2</sup> The Integrated Accessibility Standards Regulation can be read in its entirety at <https://www.ontario.ca/laws/regulation/110191>

<sup>3</sup> The address for the provincial accessibility webpage is <http://www.mcass.gov.on.ca/en/mcass/programs/accessibility/index.aspx>

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To ensure this commitment is actioned, the Brantford Accessibility Plan encourages all departments within the organization to take leadership roles in implementing the accessibility goals identified by each area as well as the overall corporate goals.

The 2025-2029 Brantford Accessibility Plan documents and promotes the organization's progress towards full compliance with legislative requirements set out in the *AODA* and the associated requirements within the *IASR*.

The City of Brantford will continue to implement processes to increase accessibility for its facilities and services. In 2025, focus will continue to be given to improving information and communication, with an emphasis on creating conversion ready documents and enhanced web services.

## **6.0 Financial Implications**

While there is no direct impact to the 2025-2029 Brantford Accessibility Plan, below is an explanation of how accessibility related initiatives are typically funded.

The City's 10-year capital forecast includes an annual allotment of \$100,000 in capital funds to improve accessibility in City Facilities. In addition to this allocation, applications for grants and other funding are completed where possible. A priority listing of capital initiatives is outlined in Appendix D of the Brantford Accessibility Plan. The priorities are subject to change, dependent on a number of factors including: change in public access and accessibility modifications being incorporated into other renovation projects as well as available Facilities Operations and Maintenance staff and other operational staff resources.

Furthermore, each Commission will continue to identify additional costs, both capital and operating, to achieve compliance with the *IASR*. These are presented for consideration through the regular budget process.

In some cases the actual financial implication will depend on the demand for service, such as providing communication materials in alternative formats or providing free public transit access for support persons. Staff will advise City Council of these financial implications through regular status update reports.

## **7.0 Climate and Environmental Implications**

There are no climate or environmental implications associated with this report.

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## 8.0 Conclusion

The City of Brantford's Accessibility Policy is a "Statement of Commitment", which establishes the vision and goals for the City to meet the legislated accessibility requirements. Continued compliance to the AODA, participating in government initiatives and adhering to the Brantford Accessibility Plan will ensure ongoing positive changes for persons with disabilities in their daily interactions with the City through the provision of goods and services in a fully accessible manner, as the City addresses both universal and individualized accessibility needs.

The Brantford Accessibility Plan and Status Updates continue to ensure that concepts and actions in delivering goods and services to persons with disabilities remain progressive. Municipal advancements related to accessibility will continue to be recorded in the Brantford Accessibility Plan (Standard Compliance Summaries) and in regular status update reports to City Council.

The City of Brantford continues to be committed to improving the lives of residents and visitors. Creating an accessible environment is a process that involves continued learning and interaction with the community as a whole. As the City continues down the path of improved accessibility, the legislated requirements of the AODA will continue to provide direction on accessibility for distribution of information, communications and services provided by the City.



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Anita Szaloky  
Director of Human Resources

Prepared By:  
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Accessibility Coordinator

Attachments (if applicable):

2025-2029 Brantford Accessibility Plan

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Copy to:

Nadine Dunlop, Manager of Health, Wellness and Safety

Kim Wyskiel, Director of Parks and Recreation

Sheldon McDonald, Manager of Facilities Operations and Maintenance

In adopting this report, is a by-law or agreement required? If so, it should be referenced in the recommendation section.

By-law required  yes  no

Agreement(s) or other documents to be signed by Mayor and/or City Clerk  yes  no

Is the necessary by-law or agreement being sent concurrently to Council?  yes  no