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Date February 11, 2025 **Report No.** 2025-84
To Chair and Members
Committee of the Whole – Planning and Administration
From Joelle Daniels
Commissioner of Corporate Services/City Treasurer

1.0 Type of Report

Consent Item [X]
Item For Consideration []

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

3.0 Recommendation

- A. THAT Report 2025-84 regarding the 2025-2029 Brantford Accessibility Plan BE RECEIVED; and
- B. THAT Staff BE DIRECTED to implement the Plan outlined in Section 10.0 of Report 2025-84.

4.0 Executive Summary

This report presents the 2025-2029 Brantford Accessibility Plan. The information contained in this report outlines the accessibility initiatives that have occurred within The Corporation of the City of Brantford from Fall of 2023 through the Fall of 2024 as well as accessibility initiatives planned over the next 5 years. There are no cost implications associated with the recommendations set out in this report.

5.0 Purpose and Overview

The purpose of this report is to formally present the 2025-2029 Brantford Accessibility Plan for review by City Council.

This document highlights the City of Brantford's initiatives and dedication to creating a more accessible and inclusive environment for all of its residents and visitors. The document also fulfills the City's requirement to draft a multi-year accessibility plan, as outlined in the *Integrated Accessibility Standards Regulation (Regulation 191/11)* of the *Accessibility for Ontarians with Disabilities Act (AODA)*.

6.0 Background

In 2005, the [Accessibility for Ontarians with Disabilities Act \(AODA\)](#)¹ 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](#)² (*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 speaks to other accessibility initiatives at both a Corporate and departmental level.

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

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

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

7.0 Corporate Policy Context

The Brantford Accessibility Plan furthers the City's Accessibility Policy Corporate-034, and Health and Safety Standard 053-Accessibility by providing more detailed direction on how to achieve and maintain an accessible community.

The Brantford Accessibility Plan and related status updates provide information on achievements and goals to support Council's priority of creating a vision statement for a long term future of the City.

Accessibility initiatives can impact the way in which many populations access goods and services. Likewise, other initiatives can impact the manner in which persons with disabilities access goods and services. As such the Brantford Accessibility Plan will have an underlying impact on all Council priorities and the way they are executed, including strategic themes: Move people more effectively; Create a vision and strategy for managing development and affordable housing; Invest in a long-term strategy and plan to manage the homelessness crisis, inclusive of the related issues of mental health and addiction issues and safety and security concerns; and Commit to and implement the downtown revitalization plan and vision. The accessibility initiatives could also have a potential impact on the following Council Priorities: Focus on productive and collaborative partnerships and Effectively and consistently engage with the community while striving to increase accessibility.

Accessibility will continue to be a consideration in the City's operations and development of future master and strategic plans as it is one of the City's core values.

8.0 Input From Other Sources

The Municipal Accessibility Coordinator contacted Management staff from City departments in all Commissions through e-mail to obtain information on physical projects and to inquire about any policy or procedural changes that may have occurred which would impact the level of accessibility of services offered. Where further information was required, email correspondence was undertaken and

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

meetings scheduled to obtain clarification. In addition, the Municipal Accessibility Coordinator met on a bi-monthly basis with staff from Facilities Operations & Maintenance as well as Facilities Capital Development. Responses were recorded and documented accordingly within the 2025-2029 Brantford Accessibility Plan.

The 2025-2029 Brantford Accessibility Plan was added to the January 2025 meeting of the Brantford Accessibility Advisory Committee (BAAC) for review and no feedback or comments were received related to the Plan.

9.0 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.

The Brantford Accessibility Plan ensures this commitment is met by engaging all departments within the organization and encouraging all staff 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 to date and planned accessibility initiatives leading the City 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. Through the next few years there will be a continued emphasis on creating conversion ready documents and enhanced web services.

10.0 Financial Implications

While there is no direct financial impact related 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. It should be noted that accessibility is included in the scope of all works where feasible and these funds

are utilized in retrofit projects or where accessibility could be further improved outside of departmental resources. In addition to this allocation, applications for grants and other funding are completed as available.

A priority listing of capital initiatives is outlined in Appendix D of the 2025-2029 Brantford Accessibility Plan. The priorities are subject to change dependent on a number of factors such as: change in public access and accessibility modifications being incorporated into other renovation projects as well as available Facilities Operations and Maintenance and operational staff resources. The following is a list of funded projects to be completed in the upcoming year; where applicable a quarter (Q) number has been provided:

Facility Name	Address	Accessibility Element	Proposed Completion Date
Branlyn Community Centre	238 Brantwood Park Road	Universal washroom – joint funding with the school board	Q2 2025
Doug Snooks Eagle Place Community Centre	333 Erie Ave	Universal washroom	Q4 2025
Wayne Gretzky Sports Centre	254 North Park Street	Adult change table (Arena)	Q4 2025
Woodman Community Centre	491 Grey Street	Parking upgrades	Q2 2025
Woodman Community Centre	491 Grey Street	Pool washrooms and change rooms	Q2 2025

Furthermore, each Commission will continue to identify additional costs, both capital and operating, to achieve compliance with the *IASR*. These will be 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.

11.0 Climate and Environmental Implications

There are no climate or environmental implications arising from the recommendation set out in this report.

12.0 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.



Joelle Daniels
Commissioner of Corporate Services/City Treasurer

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Attachments (if applicable)

2025-2029 Brantford Accessibility Plan

Copy to:

Not Applicable

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