

## REPORT TO COUNTY COUNCIL

# Multi-Year Accessibility Plan Update

**To:** Warden and Members of County Council

**From:** Director of Corporate Services

## RECOMMENDATION

---

1. That County Council receive Report CS 2023-48 entitled “Multi-Year Accessibility Plan Update” and approve amendments to the Multi-Year Accessibility Plan Policy 9.04 as set out in Attachment 1.

## REPORT HIGHLIGHTS

---

- The Multi-Year Accessibility Plan review and update confirms the County’s commitment to meet the legislative requirements concerning accessibility - to make our community fully accessible by 2025.

## IMPLEMENTATION POINTS

---

This amendments to the Plan will become effective upon Council’s adoption of the recommendation contained in this Report.

The Plan will be signed by the CAO, updated in the County’s General Policy Manual, and posted to the County’s website in accessible format.

In accordance with the Accessibility for Ontarians with Disabilities Act, the next review of the County’s Multi-Year Accessibility Plan will occur in 2028, while the Annual Accessibility Status Report will be reviewed and updated on an annual basis.

## Financial Impact

The update to the Multi-Year Accessibility Plan will have no financial impacts beyond those approved in the 2023 budget or proposed in the Draft 2024 Business Plan and Budget.

Costs associated with advancement of the goals within the Plan will be consideration in future years' annual business plan and budgets.

## Communications




This report is intended to seek Council's approval of updates to the Multi-Year Accessibility Plan. The updated Plan will replace the existing policy in the County's General Policy Manual and posted to the County's website in accessible format.

The Plan and attached Annual Accessibility Status Report have been reviewed and commented on by the County's Accessibility Advisory Committee. County staff will continue to work with the Accessibility Advisory Committee on a workplan now in progress that will form the basis for reporting achievements to Council in the final year of the Committee's term.

## 2023-2026 STRATEGIC PLAN

Oxford County Council approved the **2023-2026 Strategic Plan** on September 13, 2023. The Plan outlines 39 goals across three strategic pillars that advance Council's vision of "Working together for a healthy, vibrant, and sustainable future." These pillars are: (1) *Promoting community vitality*, (2) *Enhancing environmental sustainability*, and (3) *Fostering progressive government*.

The recommendation in this report supports the following strategic goals.  
**Strategic Plan Pillars and Goals**

PILLAR 1	PILLAR 2	PILLAR 3
		
<b>Promoting community vitality</b>	<b>Enhancing environmental sustainability</b>	<b>Fostering progressive government</b>
Goal 1.3 – Community health, safety and well-being		Goal 3.1 – Continuous improvement and results-driven solutions Goal 3.2 – Collaborate with our partners and communities

See: [Oxford County 2023-2026 Strategic Plan](#)

## DISCUSSION

---

### Background

The Accessibility for Ontarians with Disabilities Act (AODA) was enacted in 2005 to govern accessibility standards for provincially regulated entities. The AODA broadly covers services, employment, buildings, and other facilities, and how these are designed and operated. The AODA applies to public sector organizations, as well as private sector businesses operating in the province of Ontario.

The AODA's vision is to make Ontario accessible by 2025 through development of accessibility policies and employee support practices that accommodate people with disabilities. The legislative provisions were further defined in the Integrated Accessibility Standards Regulation (IASR) O.Reg.191/11, which sets out compliance requirements related to the following five standards:

1. Information and Communication
2. Employment
3. Transportation
4. Design of Public Spaces
5. Customer Service

The general requirements of the regulation are as follows:

- To develop, implement, and maintain accessibility policies, including a multi-year accessibility plan and annual accessibility status reports;
- To incorporate accessibility design, criteria, and features when procuring or acquiring goods, services, or facilities, except where it is not practicable to do so; and
- To provide training on the requirements of the AODA and the Human Rights Code as it relates to persons with disabilities.

The five standards and the general requirements of the Regulation formed the basis of the County's Multi-Year Accessibility Plan originally adopted in 2014. It envisioned a long-term implementation plan to meet the Province's requirements for full development and implementation by January 1, 2025.

### Comments

In accordance with O.Reg.191/11 under the AODA and in consideration of the County's 2023 – 2026 Strategic Plan, the Oxford County's Multi-Year Accessibility Plan has been updated to confirm the County's continual commitment to meet legislative requirements concerning accessibility. The review and update process was carried out in consultation with the County's Accessibility Advisory Committee with revisions as set out in Attachment 1.

In addition to the requirement for a multi-year accessibility plan, reviewed on a five-year interval, the regulation requires an Annual Accessibility Status Report be maintained and posted publicly on a website. The County's process for the annual review is coordinated with the annual business plan and budget process to ensure the legislated accessibility requirements are advanced and funded, if required. Updates to the annual status report are also vetted by the Accessibility Advisory Committee. The 2023 compliance updates are tracked on Appendix 1 of the Plan (Attachment 1) demonstrating that the County is in good standing for compliance by 2025.

## **CONCLUSIONS**

---

This report fulfills the County's regulatory requirement to update Oxford County's Multi-Year Accessibility Plan to ensure the policies, achievements, and action plans that the County has identified to remove barriers and improve opportunities for persons with disabilities remains current and relevant to enable us to be compliant with the legislation and meet the requirement for full compliance in 2025, where practicable.

The Multi-Year Accessibility Plan updates align with the County's 2023-2026 Strategic Plan – **"Building a community where everyone belongs..."** as the County plans for the future, it must strive for a diverse, equitable and inclusive community where everyone can be safe, healthy, and prosper."

## **SIGNATURES**

---

### **Report author:**

Original signed by

---

Liz Dommasch  
Coordinator of Legislative Information/Archivist

### **Departmental approval:**

Original signed by

---

Lynn S. Buchner, CPA, CGA  
Director of Corporate Services

**Approved for submission:**

Original signed by

---

Benjamin R. Addley  
Chief Administrative Officer

**ATTACHMENT**

---

Attachment 1 - Multi-Year Accessibility Plan Policy 9.04 revised December 13, 2023