

These are the draft action items for the Accessibility & Inclusion Strategy

1.	Adopt Rick Hansen gold certification for future infrastructure using the CSA accessibility standards in HRM (e.g., curb cuts, public washrooms, accessible parking spaces) [up to 10 years]
2.	Adopt Rick Hansen gold certification and CSA B561-18 standards for current infrastructure in HRM [up to 10 years]
3.	Develop a review system to audit buildings, public facilities, and recreational parks/playgrounds to assess when repairs or upgrades are needed to maintain accessibility [up to 4 years]
4.	Collect and maintain information from employment equity reports which indicates the number of individuals employed in HRM who self identifies as having a disability [up to 2 years]
5.	Establish hiring procedures which requires defining specific accommodations for individuals with disabilities on job postings within HRM, including accommodations available through the interview process (e.g., if a scribe is needed, etc.) [up to 2 years]
6.	Develop corporate training which educates hiring managers about understanding workplace accessibility for employees with disabilities [up to 4 years]

7.	Establish a partnership with external partners (e.g., universities and colleges) to provide HRM work placements and internships that are available for students with disabilities [up to 2 years]
8.	Compile internal list of accommodations provided to employees with disabilities (e.g., visual, physical, neurodevelopmental, etc.) [up to 4 years]
9.	Review current hiring practices and ensure that they are providing employment to individuals with disabilities [up to 4 years]
10.	Develop a procedure to share municipal job postings with agencies who support individuals with disabilities seeking employment [up to 2 years]
11.	Ensure that all signage, walkways, and equipment to beaches, parks, playgrounds, and recreational facilities (e.g., proper gymnasium flooring for para sports) are accessible for individuals with disabilities [up to 10 years]
12.	Increase the presence/frequency of transit & paratransit services to beaches, parks, and recreational facilities [up to 8 years]
13.	Improve services & operations (e.g., number of recreational support staff) to reflect the demand for accessible recreation [up to 4 years]
14.	Increase training for recreation staff on how to accommodate persons with disabilities [up to 4 years]

15.	Facilitate relationships between business units and accessibility community stakeholders (e.g., CNIB, Autism Nova Scotia, etc.) to improve information sharing in regard to municipal services [up to 6 years]
15.	Develop guide for HRM promotional materials which make them accessible to individuals with disabilities [up to 2 years]
16.	Establish dialogue between Accessibility Directorate and HRM regarding accessibility in the municipality and compliance with the Provincial Accessibility Act [up to 10 years]
17.	Align D&I Business Unit goals with the actions outlined in the Accessibility and Inclusion Strategy [up to 10 years]
18.	Establish partnership between the accessibility advisor and business unit directors to conduct annual business unit accessibility reviews [up to 2 years]
19.	Develop an accessibility policy and procedures for HRM in accordance with Accessibility Strategy [up to 4 years]
20.	Make the municipality's internet and intranet websites and web content conform to the WCAG 2.1 format (Minimum Level AA- including job postings on Brass Ring) [up to 4 years]
21.	Ensure plain language and clear format, for all HRM communications [up to 2 years]

22.	Update accessibility page on the HRM website to better provide information on accessibility in the municipality [up to 2 years]
23.	Implement Mobile Data Computer Software, online booking, and automatic fare systems to improve Access-a-bus booking service [up to 2 years]
24.	Develop system for booking accessible transportation within HRM (i.e., accessible taxis, access-a-bus, regular bus, ferries) [up to 6 years]
25.	Develop passenger survey regarding accessible services to measure success [up to 2 years]
26.	Ensure all bus stops follow accessible standards (e.g., well-maintained shelters) [up to 10 years]
27.	Increase public awareness, to the disability community, around snow removal [up to 8 years]
28.	Increase number of accessible taxis and/or have an alternative provider for accessible cabs in HRM [up to 10 years]