



**BRANT HALDIMAND NORFOLK
Catholic District School Board**

Minutes

Catholic Education Centre
322 Fairview Drive
Brantford, ON N3T 5M8

**ACCESSIBILITY STEERING COMMITTEE
Thursday, November 28, 2019 – 2:00 p.m. - Boardroom**

Members: Michelle Shypula (Chair), Bill Chopp (Trustee), Tracey Austin, Terri-Lynn Zakrzewski (Secretary), Leslie Brown, Lou Citino, Dave Buist, Sue Chmiel, Christine Dragojlovich, Kerri Chartrand, Anah Figueiredo, Carlo Fortino, Caroline Freibauer, Scott Keys, Debbie King-Bonifacio, Philip Kuckyt, Tom Laracy, Carmen McDermid, John McDermid, Terre Slaght, Dianne Wdowczyk, Guo Wu

Absent:

1. Opening Prayer

Michelle led us in an opening prayer.

1.1 Approval of the Agenda – November 28, 2019

Approved

1.2 Approval of the Minutes – March 26, 2019

Approved

2. Committee and Staff Reports

2.1 Information/Communication/Technology

By 2021 the board must have accessibility in place on the web. AOD compliant is mandatory. Norm reported we are already compliant. Documentation of the requirements are still in progress. The hub is awaiting a review on full compliance. Our website has surpassed AA compliance. Moving forward we will be getting a new vendor. Student registration is not compliant yet. School cash online is not yet in compliance.

Embracing English language learners. Invite Rita Raposo for the next meeting.

Translating form for mental health forms are needed as well.

2.2 School Libraries

School libraries are obliged to provide translating as requested by 2020. There is a lag when a student asks for material in a requested format, often takes awhile to receive the resource.

Students request audio books, and it is hard to get the resource in good time. Caroline is requesting a board wide library of virtual books ready to use instantly. We are getting a new library operating system "Insignia" should be capable of hosting a virtual library.

Bill requested a request of resources and what the cost would be?

Additional funds may be available to assist with this initiative.



2.3 Design of Public Spaces/Facilities Audit

Our buildings must be accessible. By 2025, all buildings must meet accessibility standards. Lou reported that we have done a good job with accessibility, but we still have more to do. Parking lots will continue to be areas of improvement to be complying. Ontario legislation outlines the standards, but local rules are not as stringent. Lou suggested getting an expert to assess the wholistic improvements to make sure things are good. Wondering if regulators will be out there come 2025 when the compliance comes into force. AOTA compliance has been worked on to the best of our ability so far. Scott reported that there are people out there who can assist with compliance. There is no funding, so it must be done effectively. Need to look at what we have done and what still needs to be done. An audit needs to be done to point out anything that still needs to be done.

2.4 Employment/Customer Services

Human Resource requirements have already been put in place. All postings offer help for accommodation requirements. All new employees must complete the training. All volunteers in the schools must complete the training. This is available to everyone on the Board website. An individual plan can be put in place for employees as required. Accommodation is by request.

3. Presentation

Tara presented about community support to assist with finding work. Inclusion employment is a win for everyone. Story of pregnant girl who received amazing support from her co-workers. Accessibility is a win for everyone. Everyone will use it (strollers) not just disabled. Assist with a bridge from school to employment. Subsidies are not given, they have them contribute so they feel valued.

Connections help to make the transition as smooth as possible. Building relationships with schools and counsellors can be beneficial and makes the connection stronger and seamless.

Working and volunteer roles in high school is extremely valuable for finding employment after they leave school.

Determine their core gift and share it. Try and involve everyone in many aspects of the person's life so they can get a big picture of what they are like. Great way to not miss anything about them. "life tasting" allows them to try different things to see what they like. Goal setting is revisited at least once a year.

Carmen reported this is similar to when students enter school and parents are reluctant to let them do things on their own.

Self-advocacy and independence are very important to have them learn.

Employers often have great ideas as to what might work best with the person. Employers are willing to provide training for the right person with good soft skills.

Inclusion and accommodation are important to provide support to make sure everything is going well.

Technology can be of great assistance in helping through the process. Technology is always evolving; it is a process.



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4. Michelle delivered closing remarks as this is her last meeting. Meeting adjourned at 3:25

Next meeting date, time, location: TBD