

REPLACEMENT Attachment 2

Comparison of Current Policy C602 and Updates

Updates to the policy statements are highlighted in bold text.

Current Policy C602	Updated Policy C602A
Policy Statement:	
The City of Edmonton is committed to pursuing the following objectives:	Edmonton aims to be an accessible city by:
To provide the greatest level of access, participation, and opportunities to contribute for people with disabilities, the City of Edmonton applies an accessibility lens to policies, civic engagement, programs and services, employee services, communications and technology, and infrastructure	<p>Providing equitable access and opportunity for people with disabilities to access, participate and contribute to all City programs, services, practices and spaces.</p> <p><i>*Categories in the current policy are policies, civic engagement, programs and services, employee services, communications and technology, and infrastructure. These are revised to City programs, services, practices and spaces.</i></p>
Identification, removal, and prevention of attitudinal, systemic, physical, communication and technology barriers.	<p>Proactively identifying, removing and preventing barriers to City programs, services, practices and spaces. Barriers include attitudinal, systemic, physical, technology, and communication or informational.</p>
As an employer, ensuring people with disabilities have access to employee services including employment opportunities within the corporation and employment policies and practices that facilitate reasonable accommodation for qualified applicants and current employees.	<p>Promoting a workplace culture of inclusion where qualified applicants and employees with disabilities have equitable access to employment opportunities, career development, and reasonable accommodation.</p>
As a funder, having organizations pursue the spirit and intent of the policy statements and principles where reasonable.	<p><i>*Revised as follows and moved under guiding principles</i></p> <p>Integrates accessibility considerations with the provision of community funding.</p>
As a model, it encourages businesses, institutions, organizations, and community groups to incorporate accessibility and universal design in their policies, goods, programs and services, communications and technology, and infrastructure.	<p>Creating awareness, encouraging and collaborating with community groups, businesses, institutions and organizations to incorporate accessibility in their programs, services, practices, developments and infrastructure.</p>

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**New additions are listed below:*

- **Incorporating Canadian accessibility best practices into the City’s programs, services, practices and spaces.**
- **Developing communities and employment areas that are accessible for everyone through their built form and range of mobility choices, including transit (buses and LRT) and active transportation (rolling, walking and cycling)**

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Updates to the guiding principles are highlighted in bold text.

Current Policy C602	Updated Policy C602A
Guiding principles:	
<p>The City of Edmonton has aligned with accessibility principles contained within the United Nations Convention on the Rights of Persons with Disabilities and the new Accessible Canada Act. These principles acknowledge that barriers to accessibility are the basis of inequality between people with and without disabilities and are meant to:</p> <ul style="list-style-type: none"> ● Promote, protect and ensure equitable enjoyment of all rights and freedoms; and ● Respect for the inherent dignity of people with disabilities. 	<p><i>*Revised to hyperlinks and moved under the references section</i></p> <p>References</p> <p>Accessible Canada Act - 2019</p> <p>United Nations Convention on the Rights of Persons with Disabilities</p>
<p>The City of Edmonton is committed to the internationally recognized principles of Universal Design, which are founded on the philosophy that accessibility is a fundamental condition of good design. An environment, program, service, engagement, communication, and technology that is accessible, usable, convenient and a pleasure to use, benefits everyone. The seven principles include:</p> <ul style="list-style-type: none"> ● Equitable Use: useful and marketable to people with diverse abilities. ● Flexibility in Use: accommodates a wide range of individual preferences and abilities. ● Simple and Intuitive Use: easy to understand, regardless of the user's experience, knowledge, language skills, or current concentration level. ● Perceptible Information: communicates necessary information effectively to the user, regardless of ambient conditions or the user's sensory abilities. ● Tolerance for Error: minimizes hazards and the adverse consequences of accidental or unintended actions. ● Low Physical Effort: can be used efficiently and comfortably with minimal fatigue. ● Size and Space for Approach and Use: Appropriate size and space is provided for approach, reach, manipulation, and use. 	<p>To support the full participation of people with disabilities, the City of Edmonton:</p> <ul style="list-style-type: none"> ● Designs its programs, services, practices and spaces using Universal Design principles with a focus on accessible design. <p><i>*The seven principles were moved to the definitions section in the Procedure.</i></p>

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New additions to guiding principles are listed below:

- **Works with development industry partners to incorporate accessibility into the planning and development of the built form at the site and neighbourhood level.**
- **Establishes funding in its budgets for accessibility.**
- **Pursues financial and non-financial partnerships to advance accessibility.**
- **Integrates accessibility considerations with the provision of community funding.**
- **Monitors and reports progress on accessibility outcomes.**
- **Practices continuous improvement in accessibility by seeking feedback from Edmontonians with disabilities and advocacy organizations.**

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Updates to definitions are highlighted in bold text.

Current Policy C602	Updated Policy
Definitions:	
	<p><i>*New addition (Current policy only references Universal Design, the focus on accessible design is added)</i></p> <p>Accessible Design Accessible design is a design process in which the needs of people with disabilities are specifically considered.</p>
<p><u>Accessibility</u> Accessibility refers to the absence of barriers that prevent individuals and/or groups from fully participating, contributing and benefiting from all social, economic, cultural, spiritual and political aspects of society. The term also refers to rights to access, and to universal design characteristics of products, devices, information, programs, services, infrastructure that enable independent use, or support when required, and access by people with a variety of disabilities.</p>	<p><u>Accessibility</u> Accessibility refers to the absence of barriers that prevent individuals and/or groups from fully participating, contributing and benefiting from all social, economic, cultural, spiritual and political aspects of society. The term also refers to rights to access, and to universal design characteristics of products, devices, information, programs, services, practices and spaces that enable independent use, or support when required, and access by people with a variety of disabilities, both visible or invisible.</p> <p><i>*"visible or invisible" added to clarify that policy also applies to invisible disabilities including disabilities related to pain, mental health, hearing, learning, memory, etc.</i></p>
<p><u>Barrier</u> Means anything, including any attitudinal, systemic, physical, communication and technology barrier; anything that is the result of a policy or a practice that hinders the full and equitable participation in society of persons with a physical, mental, intellectual, learning, communication or sensory impairment or a functional limitation.</p> <ul style="list-style-type: none"> • Attitudinal barriers are behaviours, 	<p><u>Barrier</u> Barrier means anything, including any attitudinal, systemic, physical, technology, communication and informational barrier; anything that is the result of a policy or a practice that hinders the full and equitable participation in society of persons with a physical, mental, intellectual, learning, communication or sensory impairment or a functional limitation.</p>

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<p>perceptions, and assumptions that discriminate against persons with disabilities. These barriers often emerge from a lack of understanding, which can lead people to ignore, to judge, or have misconceptions about a person with a disability.</p> <ul style="list-style-type: none">• Communication barriers occur when sensory disabilities, such as hearing, seeing, or learning disabilities, have not been considered. These barriers relate to both the sending and receiving of information.• Physical barriers are obstacles that make it difficult for some to easily access a place. These include elements of buildings or outdoor spaces that create barriers to persons with disabilities.• Systemic barriers are policies, procedures, or practices that unfairly discriminate and can prevent individuals from participating fully in a situation. Systemic barriers are often put into place unintentionally.• Technology barriers occur when a device or technological platform is not accessible to its intended audience and cannot be used with an assistive device. Technology can enhance the user experience, but it can also create unintentional barriers for some users. Technology barriers are often related to information and communications barriers.	<p><i>*Definitions of the five types of barriers were moved to the Procedure</i></p>
<p><u>Civic Engagement</u> Civic engagement is any individual or group activity addressing issues of public interest or concern, with the goal to address the public interest or concerns and promote the quality of the community. Civic engagement ensures equitable access, participation and ability to contribute in Council meetings, Committee meetings, and public hearings. Civic engagement includes public engagement which creates opportunities for people to contribute to decision making by City Council and Administration about the City's policies,</p>	<p><i>*Definition of civic engagement is removed because intent of the term is captured under City programs, services, practices and spaces.</i></p>

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<p>programs, projects, and services, and communicates how public input is collected and used.</p>	
<p><u>Communications and Technology</u> The practice of receiving, exchanging, interpreting and transmitting information including verbal, print, audio, video, websites, web applications, and web content, and other digital technologies.</p>	<p><i>*Definition of communications and technology is removed because the intent of the term is captured under City programs, services, practices and spaces.</i></p>
<p><u>Disability</u> Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations (World Health Organization).</p>	<p><i>*Revised to align with Accessible Canada Act</i></p> <p><u>Disability</u> Disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment - or a functional limitation - whether permanent, temporary or episodic in nature or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society (Accessible Canada Act, 2019).</p>
<p><u>Equitable</u> The fair and just treatment of all members of a community. Equity requires a commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specific goals.</p>	<p><i>*Revised for clarity</i></p> <p><u>Equitable</u> Treating people according to their diverse needs in a way that enables them to access, participate, perform, and engage to the same extent.</p>
<p><u>Infrastructure</u> All City owned and occupied infrastructure including facilities, open spaces, and transportation in the public realm including:</p> <ul style="list-style-type: none"> ● Facilities: all City of Edmonton owned and occupied buildings. ● Open Spaces: all City of Edmonton owned outdoor land (hard or soft surface) or water that is publicly accessible, including parks, trails, and other public spaces. ● Transportation: the City’s system for taking people from one place to another including streets, paths of travel (sidewalks, pathways, bike lanes), parking and transit. 	<p><i>*The term infrastructure is revised to spaces to capture infrastructure including facilities, open spaces and transportation.</i></p> <p><u>Spaces</u> All City owned and occupied infrastructure including facilities, open space, and transportation in the public realm including:</p> <ul style="list-style-type: none"> ● <u>Facilities</u>: all City of Edmonton-owned and occupied buildings. ● <u>Open Space</u>: all City of Edmonton-owned outdoor land (hard

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	<p>or soft surface) or water that is publicly accessible, including trails, playgrounds, and sports fields.</p> <ul style="list-style-type: none"> • Transportation: the City's system for taking people from one place to another including streets, paths of travel (sidewalks, pathways, bike lanes), parking and transit.
<p><u>Programs</u> A program achieves goals and outcomes by delivering a collection of services.</p>	<p><i>*Removed because a definition is not required</i></p>
<p><u>Services</u> A service delivers valued and measurable outputs to recipients that contribute to the achievement of program goals which satisfy the needs of a target group or specific public need.</p>	<p><i>*Removed because a definition is not required</i></p>
	<p><i>*New definition added</i></p> <p><u>Built Form</u> The built form of a city refers to the physical design of its streets, sidewalks, buildings and public spaces.</p>