

# Town of Amherst Accessibility Strategy 2023





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## Welcome

The Town of Amherst is a diverse community that is striving to be equitable and inclusive.

As part of that effort, we are committed to working towards a community where every citizen, every visitor, no matter their age, ability or gender, has equitable access to our buildings, programs and services.

Our long-standing commitment towards building a barrier-free society has resulted in many improvements to our community over the years, such as the creation of accessible buildings and trails, the live-streaming of our council meetings and more. With the advent of the new Nova Scotia Accessibility Act, which recognizes accessibility as a human right and aims to make Nova Scotia an accessible province by 2030, the Town of Amherst has established an Accessibility Advisory Committee and directed it to establish an accessibility strategy that would help guide us in our effort to become a more accessible community.

To this end, the committee has consulted with the community through a survey and meetings with various stakeholders. We have listened. Using the input we received from our citizens, we have developed an accessibility strategy for the Town of Amherst that we believe is flexible enough to meet our ever-changing world while providing more than adequate guidance as together we work towards our goal of achieving an equitable and inclusive community that is barrier-free.

I would like to thank the committee and the town staff for their contributions in developing this strategy.

I would also invite everyone to read the Town of Amherst Accessibility Strategy and to work with us to create an accessible, barrier-free community in which we all love to live, work and play.



Councillor Dale Fawthrop  
Accessibility Advisory Committee  
Chair

## Our Vision: A community that is built for everyone

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In our community, it is important that all citizens have the opportunity to participate in a barrier-free society. To that end, we believe in equitable access for community living and participation by all regardless of age, ability or gender. Further, it is important that dignity and independence be a pillar of our way of thinking, acting and planning, ensuring that everybody is treated equitably, based on their needs and abilities.

During the learning phase of this strategy development, it was paramount to us that we hear from as many persons as possible with a “lived experience,” especially those who face barriers to accessibility. Only then can we appreciate and rectify the gaps in our built environment, goods and services, communications and programs.

Throughout the development of this plan our focus remained firm on how we can remove and/or prevent barriers, thereby understanding and ultimately adhering to the requirements of the Nova Scotia Accessibility Act.





## Understanding Disability in our Province

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It is important to understand disability in the context of our Province of Nova Scotia. According to Statistics Canada, 30% of Nova Scotians aged 15 years and older identify as having at least one disability. That is nearly 230,000 Nova Scotians. This is the largest percentage of any Canadian province. It emphasizes the important need for municipalities to take an active role in improving accessibility in their communities.

Additionally, Nova Scotia seniors, those 65 and older, account for 20% of people who have a disability.



This percentage will increase to about 25% of the population by 2030. Since older adults are more likely to experience barriers than younger people, the number of Nova Scotians with disabilities will rise as our population ages.

## Nova Scotia Accessibility Act

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In 2017, Nova Scotia became the third province in Canada to pass accessibility legislation. This serves as a testament to our province's commitment to become a more equitable and accessible province. The Accessibility Act recognizes accessibility as "a basic human right" and aims to make Nova Scotia an accessible province by 2030.

The goal of the Accessibility Act is to prevent and remove barriers that restrict people with disabilities from fully participating in society. It enables the government to develop standards for accessibility and outlines responsibilities for some public sector bodies, including municipalities.

The full Accessibility Act can be found at the following website:  
[www.nslegislature.ca/sites/default/files/legc/statutes/accessibility.pdf](http://www.nslegislature.ca/sites/default/files/legc/statutes/accessibility.pdf)



## “Disability” versus “Barrier”

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In the Act, a disability is defined as “a physical, mental, intellectual, learning or sensory impairment, including an episodic event that, in interaction with a barrier, hinders an individual’s full and effective participation in society.”

A barrier is defined in the Act as “anything that hinders or challenges the full and effective participation in society of persons with disabilities, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice.”

The government’s strategy for achieving an accessible province by 2030 is described in Access by Design 2030.

Digital link to Access by Design 2030:

[www.novascotia.ca/accessibility/access-by-design/access-by-design-2030.pdf](http://www.novascotia.ca/accessibility/access-by-design/access-by-design-2030.pdf)



# Provincial Accessibility Standards

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Provincial standards will be developed for the following areas:

- **Goods and Services:** It will be important to ensure that people with disabilities have equitable access to goods and services.
- **Information and Communication:** It will be important to ensure that all people can receive, understand and share the information they need.
- **Transportation:** It will be important to consider the transportation needs of community members and to make it easier for everyone to get to where they need to go.
- **Employment:** It will be important to make workplaces accessible and to support people with disabilities in finding meaningful employment.
- **Built Environment:** It will be important to ensure public buildings, streets, sidewalks, and shared spaces are accessible to people of all ages and ability.
- **Education:** It will be important to make the education system accessible to all students, from early childhood to post-secondary levels.

As described in Access by Design 2030, a plan is in place to develop and implement these standards over several years. Municipalities and other affected sectors will be consulted before each standard is enacted.

These standards will first apply to the Government of Nova Scotia, then to municipalities and other prescribed public sector bodies and later to other organizations. The standards for the Built Environment and for Education are currently under development.

Other standards will be implemented in subsequent years (in an order to be determined).



# Our Requirements as a Municipality

Under the Accessibility Act, municipalities and villages are prescribed to do the following:

1. Establish an Accessibility Advisory Committee. (completed)
2. Develop an accessibility plan within one year. (in progress)

Further, the Act states accessibility plans must be updated every three years.



## Our Guiding Principles

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- We commit to fostering a culture of accessibility, encouraging the prevention and removal of barriers to participation, thereby building capacity in these areas among municipal staff, Amherst Town Council members and the public.
- The principles that have guided this process should remain as priorities as we work to implement this plan.
- We will work towards equitable access for all members of our community.
- It is essential to include first-voice perspectives or lived experience of people with disabilities in the creation of this plan, actions and decision-making processes.
- Strive to understand, be compassionate and meet the needs of people who face accessibility barriers.
- Strive to identify, remove and prevent barriers in our community according to the requirements of Nova Scotia's Accessibility Act and the needs of our citizens.
- As new standards are introduced and new technologies become available, we will review and update this plan to ensure its relevance. As such, this plan should be interpreted as a living document.
- Continue to collaborate with other municipal units, the Accessibility Advisory Committee, the Nova Scotia Accessibility Directorate and community partners to advance this plan and work towards improved accessibility in our communities.



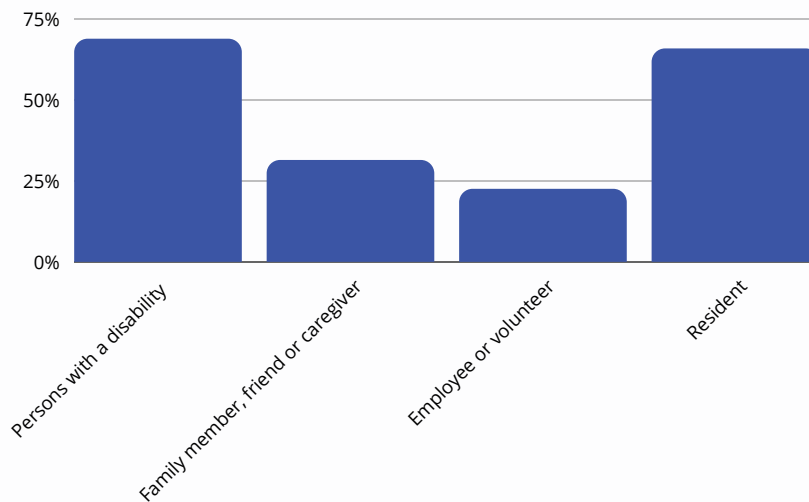
# Community Consultation

The Accessibility Committee undertook public consultation efforts from May through October 2022. Despite the challenges created by the COVID-19 pandemic, the committee heard from 185 residents and seven community organizations on the issue of accessibility through an online survey, presentations to community groups, visits to senior’s complexes, phone calls, emails and informational interviews.

## Summery results

### Respondent demographics

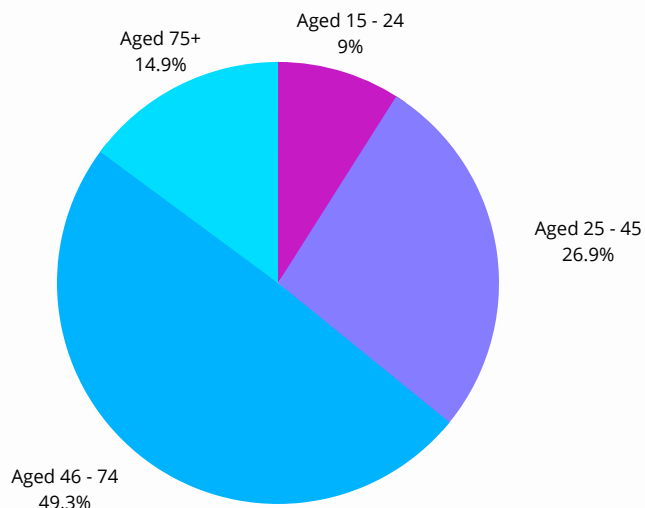
- 68.7% Persons with a disability (visible or invisible)
- 31.3% Family member, friend or caregiver of a person with a disability
- 22.4% Employed or volunteer at an organization that provides services to people with disabilities
- 65.7% Resident of the Town of Amherst



Graph 1. Respondent Demographic

### Age of respondent

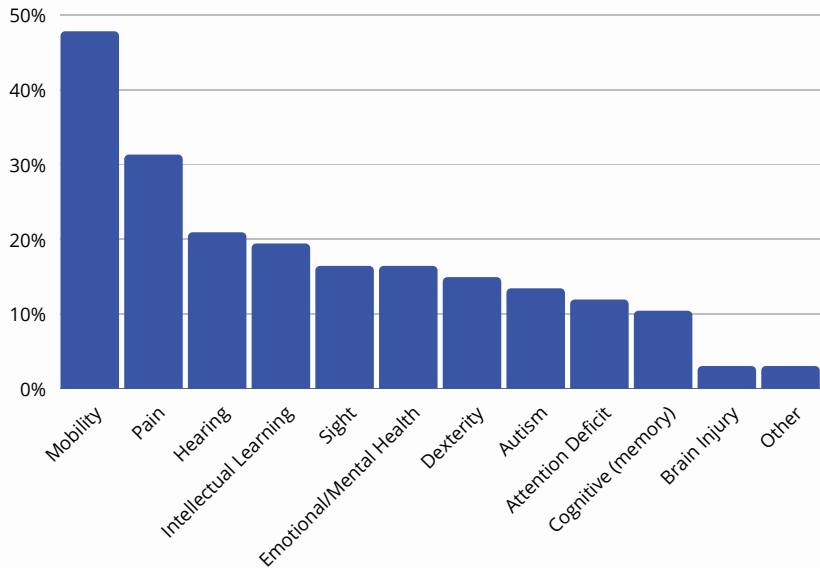
- 9% aged 15-24
- 26.9% aged 25-45
- 49.3% aged 46-74
- 14.9% aged 75+



Graph 2. Age of Respondent

### Type of disability

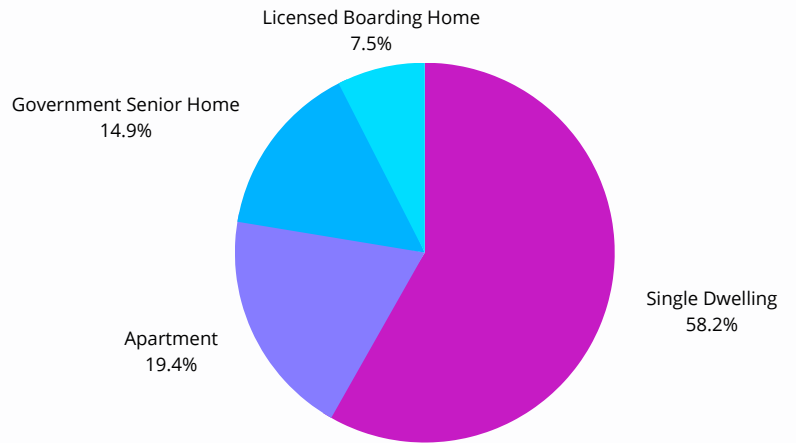
- 47.8% Mobility
- 31.3% Pain
- 20.9 % Hearing
- 19.4% Intellectual Learning
- 16.4 % Sight
- 16.4% Emotional/Mental Health
- 14.9% Dexterity
- 13.4% Autism
- 11.9% Attention Deficit
- 10.4% Cognitive (memory)
- 3% Brain Injury
- 3% Other



Graph 3. Disability Type

### Housing situation

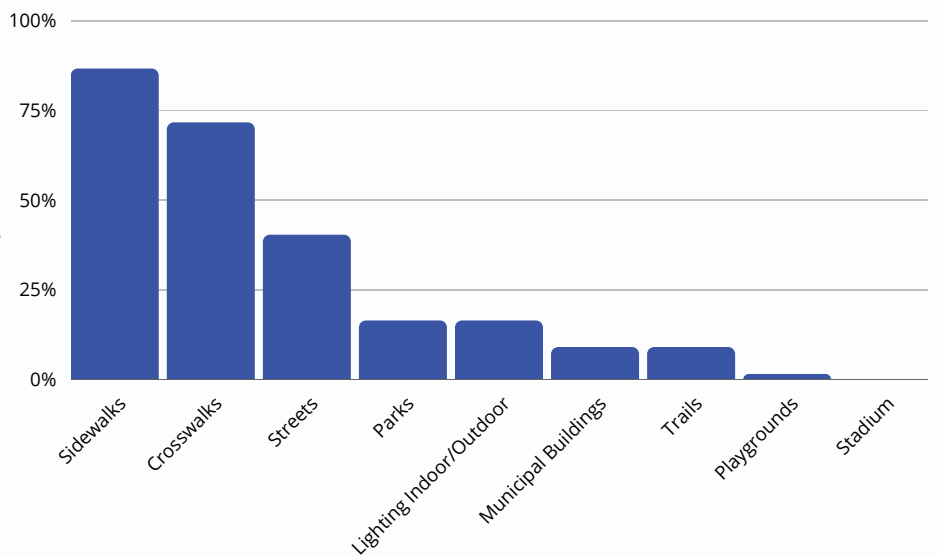
- 58.2% Single Dwelling
- 19.4% Apartment
- 14.9% Government Senior Home
- 7.5% Licensed Boarding Home
- 0% Nursing Home
- 0% Private Boarding Home



Graph 4. Housing Situation

### Barriers Identified

- 86.6% Sidewalks
- 71.6% Crosswalks
- 40.3% Streets
- 16.4% Parks
- 16.4% Lighting Indoor/Outdoor
- 9% Municipal Buildings
- 9% Trails
- 1.5% Playgrounds
- 0% Amherst Stadium



Graph 5. Barriers Identified

## Qualitative data: Comments from the Survey

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*"In 2021 I was legally blind (due to cataracts). The downtown sidewalks, crosswalks, and streets were atrocious for navigating (in one day I'm sure I almost tripped nearly a dozen times). Steps are also a hazard unless they are marked with high visibility paint/tape (a huge thank you to those areas). I have since had two surgeries and am no longer legally blind, but I will never forget the fear of immobility."*

*"Your question is asking about physical spaces and not the environment of the spaces I.e. lighting and sounds Something being too loud and too busy of a design are also barriers to participation. If you're thinking beyond physical barriers, think layout, flow, noise, lighting. Example does there need to be tvs on in the foyer of town hall?"*

*"Bandstand, anything other than first floor of stadium and Town Hall, ramp to Town Hall is difficult to access in manual chair, sidewalks are uncomfortable to navigate in any wheelchair (manual or power) because of the bumps, and along East Victoria the sloped driveways make wheeling along the sidewalk hard and potentially dangerous in slippery winter weather."*

*"Sidewalks are uneven, crossings lights not long enough when walking."*

*"Sidewalks downtown are difficult to walk on with cane or walker, uneven surface lots of places to trip and fall."*

*"Yes, although the brick side walk is very nice looking it's extremely uncomfortable and dangerous to those of us with mobility issues."*

*"Town hall staff could not tell me if the building was wheelchair accessible or not."*

*"Some sidewalks should be lowered for wheelchair/walker/cane users."*

*"Fix the crosswalks and the roads, huge step towards easier mobility for most people, and a sidewalk to the hospital. We see people walking out there all the time."*

*"Allow persons on Mobility Scooters to use bike lanes."*

*"More grants available to businesses and private citizens."*

*"Think beyond mobility issues."*



*"I work as a part of the palliative care team I'm this area. If the community could consider investing in portable ramps that could be borrowed for weeks to months at a time for end-of-life clients this would make an incredible difference in the lives of many. Folks are often stuck in their homes to die and cannot get outside as their disease progresses. Quality of life can be positively impacted if these ramps were available. I consistently run into this issue. As well- with the extreme cost of building supplies ramps are next to impossible to afford and most people do not have these resources."*

*"I cannot identify any specific inaccessibility barrier. However, for people who are wheelchair bound, business owners and operators should be encouraged to install access ramps to doors but within reason."*

*"Improve sidewalk conditions, fix holes and spots where people with visual disabilities could fall- sidewalks need to be reviewed and fixed where there are problems."*

*"Fix the sidewalks and make dedicated walk lights longer with no ability for cars to turn on the light."*

*"When using the street at lights have a sound play so that vision impaired know when to walk across."*

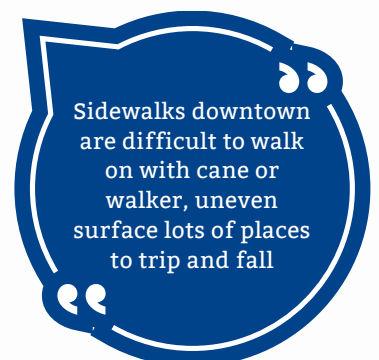
*"More accessible parks, wheelchair swings, trails to park, sidewalks should be flat."*

*"Sidewalk should be wider for visually impaired people and safer for wheelchairs. the trees downtown are pretty but when you can't see those are dangerous to have in a walking path. Individuals in wheelchairs should have options at the park, accessible swings and paths to equipment gravel is hard to use a wheelchair on."*

*"Sidewalks should be flat, hard to walk downtown. Playgrounds should have more things for adults with disabilities."*

*"Longer walking lights in spots that need it (by the mall), signs in braille where people can reach, fix the roads."*

*"Keep the sidewalks repaired and cut the weeds for better visibility, finish sidewalk to Pharmasave."*





# Plan of Action: Our path forward





# Goods and Services



## Our Commitment

The Town of Amherst will provide equitable access to goods and services provided by the municipality to our residents and visitors.

- **Services:** We will strive to enhance services provided by the town by making municipal services and events more accessible to people with disabilities, including but not limited to: accessible means of communication, digital content and technologies and welcoming service animals and support persons.
- **Service Delivery:** we will strive to improve service delivery by educating staff through ongoing awareness and training programs. Our goal is to increase knowledge and understanding of accessibility, equity, human rights, disability rights and accessibility barriers in our community. In addition, we will explore new awareness and training opportunities for staff. This will ensure that all municipal staff and Amherst Town Council can be educated in and striving toward building competency in accessibility matters.
- **Physical Space:** Upon entering Amherst Town Hall and other municipally owned buildings, physical spaces should be conducive to positive customer service experiences. For example, appropriate signage, safe quiet space to deal with sensory issues and chairs to rest in while waiting.
- **Programs:** Deliver programming to people of all ages and abilities and commit to increasing the knowledge of all program delivery staff, including summer students.
- **Events:** Improve accessibility of public events hosted by the town by planning events with an accessibility lens, including location, event delivery and/or participation. Planning should consider the needs of persons with disabilities including, but not limited to, having adequate accessible event parking, accessible portable toilets and, when possible, places to rest from sensory overwhelming environments.
- **Procurement:** Apply an accessibility lens to our procurement processes.

## Our Commitment (Continued)

- **Internal Policy:** Apply an accessibility lens to our policies, procedures and practices.
- **Emergency Management:** Emergency management plans and prioritization of critical infrastructure need to consider accessibility barriers and vulnerable populations to ensure safety of people with disabilities in contingency and evacuation plans.

## Our Successes to Date

- Many community events are scheduled for the downtown core where accessible parking is available and surfaces are flat. Major events have streets sectioned off to only pedestrian traffic and all efforts are made to ensure everyone who wants to attend is able to do so.
- Victoria Square was completely redesigned to make the surface more accessible to everyone.
- Most events and programming are free or low cost to the public thereby eliminating the financial barriers to participation.
- The Town of Amherst currently has accessible playgrounds and work is underway to make them even more user friendly.
- The front counter at Amherst Town Hall was lowered and a ledge installed for wheelchair accessibility.



## Action Plan

- We will continue to evaluate programs and services related to accessible needs.
- Where applicable, include an “Accessibility Lens”/Impact Analysis in reports to Amherst Town Council.

# Information and Communication



## Our Commitment

People with disabilities can equitably access information and communications provided by our municipalities.

- **Delivery of Communications:** We will endeavor to improve communications about existing municipal programs, services, and events that are accessible to people with disabilities by delivering communications in a wide range of accessible formats. Further to this, we will seek input from the public on an ongoing basis as to how they would like to receive information.
- **Public Meetings:** We will arrange public open houses and meetings to be as accessible as possible to all members of the public by offering materials in various formats, providing support to facilitate participation and making sure topics are discussed in plain language when possible.
- **Advertising/Marketing:** Develop and recommend a standardized symbol system for all public communications of programs and events to clearly identify what accessibility accommodations are available on site. For example, accessible entrances, scent-free facilities and accessible washrooms.
- **Signage:** Improve signage for municipal buildings and public facilities by implementing signage consistent with accessibility best practice. Prioritize having signage where necessary and appropriate.

## Our Successes to Date

- Our Council Chambers are on one level accessible from the foyer of Amherst Town Hall. We have incorporated technology to live stream meetings for persons who are unable to be present in person.
- All council and committee meeting agendas, minutes and recorded meetings are available on our website. Hard copies are available upon request. Currently, our communications uses multiple forms of media (mainstream), social media and utilize the back of water billings.



## Our Successes to Date (Continued)

- There are several kiosks about town that house information about our programs, events and celebrations.
- Ample space is dedicated in our town buildings to sit while waiting for bill payments or to talk to an employee.
- Installation of electronic signage outside the Amherst Stadium.



## Action Plan

- More signage may be required in certain areas.
- We will continue the practice of disseminating all communications through a variety of mediums and explore any new ones as identified.
- We will evaluate our website limitations for persons with visual impairments.
- We will strive to hold all public meetings in barrier-free locations.
- We will recommend sensitivity training to ensure staff are better equipped to communicate with people of all ages and abilities and to provide information in an accessible format.





# Transportation



## Our Commitment

Residents and visitors with disabilities have equitable access to move freely and have adequate transportation options.

- **Pedestrian Infrastructure:** We will work to improve connectivity in the community by improving pedestrian infrastructure where possible, including constructing sidewalks, improving surface quality of sidewalks and implementing appropriate curb cuts. Prioritize safety of pedestrian infrastructure by investigating and making recommendations for appropriate lighting and benches to rest where possible.
- **Snow Removal:** Prioritize snow clearance at public buildings and municipally managed parking areas.
- **Parking:** Ensure all municipal parking areas and municipally managed parking areas have accessible parking spaces and appropriate drop-off locations for larger vehicles.



## Our Successes to Date

- Currently, the Town of Amherst partially funds the Cumberland County Transportation Society bus system. The transportation society has fully accessible buses that run daily throughout Cumberland County and the Town of Amherst.
- New sidewalks installed in various areas of the town to increase pedestrian traffic.
- Several kilometres of accessible trails have been developed throughout the community.



## Action Plan

- Continue to develop and enhance our transportation infrastructure.



# Employment



## Our Commitment

The Town of Amherst is an accessible and equitable employer. It supports the careers of employees with disabilities. We will seek to attract and retain a skilled workforce that reflects the diverse residents of the municipality.

- **Job Opportunities:** Improve opportunities for people with disabilities to gain employment with the town by ensuring job postings clearly state they are open to people with disabilities.
- **Hiring:** Improve processes, policies and practices to facilitate and encourage the recruitment, selection, transition and advancement of people with disabilities in their employment.
- **Flexibility:** Improve support and flexibility in the workplace by ensuring municipal staff and Amherst Town Council members with disabilities have access to adaptive technologies, possible accommodations in the workplace, appropriate and supportive leave practices and return to work plans.
- **Culture of Inclusion:** Build capacity among staff and senior leadership to cultivate a culture of inclusion that supports, retains and provides opportunities for career growth to people with disabilities. The town will continue to emphasize Employment Equity Statements.
- **Representation:** Actively recruit people with disabilities on all municipal committees and working groups. Review committee and council recruitment materials to ensure they are accessible.

## Our Successes to Date

- Town of Amherst staff have been attending meetings to explore options for assistive technology that may assist in making the workforce equitable and accessible for all.
- We actively participate with Workers' Compensation Board of Nova Scotia and our insurance provider to develop return to work plans that meet both employer and employee needs.
- We assist employees with adaptive work stations when necessary.



## Action Plan

- The Town of Amherst is currently reviewing our policies and procedures. Moving forward, we will be examining the policies through a lens of equity and accessibility.
- Staff will explore training opportunities to increase knowledge in areas of equity and accessibility.
- Enhance learning opportunities for staff to create an understanding of the value of accessibility and inclusion.



# Built Environment



## Our Commitment

Our buildings and outdoor spaces within the municipality provide meaningful and equitable access for users with disabilities.

- **Buildings:** Improve and maintain the accessibility of municipal buildings and outdoor spaces to comply with the Nova Scotia Building Code and the Accessibility Act's Built Environment Standard (when implemented), aiming to exceed them when possible.
- **Public Spaces:** Improve access to public spaces and opportunities for recreation by improving access to parks and playgrounds, diversifying recreation equipment and creating accessible parks, playgrounds and trails.
- **Washrooms:** Look for opportunities to construct and maintain more accessible public washrooms and retrofit existing washrooms where possible.
- **Temporary Disruptions:** Establish and implement processes to ensure accessibility is maintained during temporary disruptions, including emergencies, evacuations and/or special events.
- **Emergencies:** Ensure emergency management and building evacuation plans are reviewed with accessibility in mind.
- **Construction Mitigation:** The town should, when possible, ensure accessible detours are available when a sidewalk is closed for or affected by construction.

## Our Successes to Date

- The Town of Amherst currently has two accessible playgrounds (Amherst Lions Park and Ronald MacDonald Rotary Playground). Work is currently underway to make our playgrounds at Dickey, Rotary and Lions parks more accessible by installing paved walkways.
- The Amherst Fire Department, Amherst Police Department, Amherst Stadium and Amherst Town Hall all have accessible entrance systems.
- Continuation of the sidewalks have been extended from East Pleasant St. to Willow St., Church St. from East Pleasant St. to Robert Angus Drive.
- Installation of accessible picnic tables at our parks.
- Accessible parking spaces in front of town-owned buildings.
- Installation of elevators at Amherst Fire Department, Amherst Police Department, Amherst Stadium, Four Father's Memorial Library and Community Credit Union Innovation Centre.
- Designated heated room at the Amherst Stadium.



## Action Plan

- Improvements may include the tactile warning plates in areas where new reconstruction is scheduled.
- Provide basic access for people of all ages and abilities to public buildings, public washrooms and at public parks.
- Recommend new and or updated signage for people with visual and hearing impairments

# Implementation



## Responsibilities

### *Accessibility Advisory Committee*

- Review this Accessibility Plan at least every three years as required by the Accessibility Act and update as required.
- Review Municipal Accessibility Report Cards annually and report on progress toward meeting the commitments outlined in this plan.

### *Community Well-Being Manager/Director, Community Living*

- Guide the work of the Accessibility Advisory Committee.
- Book meetings, prepare and distribute agendas and minutes, assist the chairperson in leading the meetings, manage recruitment for the committee when necessary.
- Act as a liaison with the Accessibility Advisory Committee and the Amherst Town Council.

### *Amherst Town Council*

- Recognize the importance of implementing this plan and seek adequate funding to allow our municipality to meet the requirements under Nova Scotia's Accessibility Act.

### *CAO/Staff*

- Ensure the commitments outlined in the Accessibility Plan are reflected and installed in municipal Accessibility Action Plans required as public sector bodies under Nova Scotia's Accessibility Act.
- Accept complaints, questions and concerns submitted to them by the public.

## **Timeline**

Recognizing this strategy is a living document and as our population continues to age new issues may surface. Work will continue towards meeting the goals by 2030 and beyond. The Accessibility Act set an ambitious goal to become a fully accessible province by 2030. As such, we will also strive to have the commitments in this plan achieved by 2030.

## **Monitoring and Evaluating**

The Town of Amherst will be responsible for submitting an Accessibility Report Card to the Accessibility Advisory Committee by November 30 each year. This report card will track and report on the progress made toward the commitments in this plan. The Accessibility Advisory Committee may also make recommendations to improve this plan.

The Accessibility Advisory Committee will continually review new directives, guidelines and updates from the province as they are released. It will determine if updates to this Accessibility Plan are required based on those updates. The Accessibility Advisory Committee will make recommendations to the Town of Amherst on the need for updates to their Accessibility Action Plan.

## Glossary of Terms

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- **Accessibility Act (2017):** The provincial law enacted to achieve accessibility by preventing and removing barriers for people with disabilities. The law defines the role and responsibilities of the Accessibility Directorate and the Accessibility Advisory Board, and addresses standards, compliance, and enforcement. ([nslegislature.ca/sites/default/files/legc/statutes/accessibility.pdf](https://nslegislature.ca/sites/default/files/legc/statutes/accessibility.pdf))
- **Accessibility Advisory Committee:** A volunteer committee established by a municipality to advise Amherst Town Council about identifying, preventing and eliminating barriers to people with disabilities in municipal programs, services, initiatives and facilities. The committee plays a pivotal role in helping the municipality become a barrier-free community that complies with Nova Scotia's Accessibility Act (2017). At least one half of the members of the advisory committee must have a disability or represent an organization that represents people with disabilities.
- **Accessibility Lens:** An Accessibility Lens is a tool for identifying and clarifying issues affecting persons with disabilities used by policy developers and analysts to assess and address the impact of all initiatives (policies, programs or decisions) on persons with disabilities. It is also a resource in creating policies and programs reflective of the rights and needs of persons with disabilities.
- **Barrier:** Something that makes it harder for some people to participate. Nova Scotia's Accessibility Act defines a barrier as "anything that hinders or challenges the full and effective participation in society of persons with disabilities, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice."
- **Disability:** As defined in Nova Scotia's Accessibility Act: "a physical, mental, intellectual, learning or sensory impairment, including an episodic disability that, in interaction with a barrier, hinders an individual's full and effective participation in society."
- **Equitable/equity:** A commitment to fairness. Equitable access is different from equal access. Equality means everybody is treated the same; equity means everybody is treated fairly, based on their needs and abilities. Equity recognizes and values differences, removing systemic barriers and accommodating individual differences, as needed.

## Glossary of Terms (Continued)

- **Government of Nova Scotia Accessibility Plan:** A multi-year plan setting specific priorities and commitments for achieving accessibility within the Government of Nova Scotia. The first plan was published in 2018 and covers the years 2018 to 2021. ([novascotia.ca/accessibility/plan](http://novascotia.ca/accessibility/plan))
- **Meaningful:** In the context of our accessibility work, the term meaningful is used to ensure the efforts being made are deemed valuable by those affected by the efforts.
- **Plain Language:** Conversational communication that makes sense to the intended audience. The goal of plain language is to communicate so clearly the intended audience can easily find what they need, understand what they find, and use the information ([plainlanguagenetwork.org/](http://plainlanguagenetwork.org/)).
- **Prescribed:** Means “prescribed in the Accessibility Act General Regulations.” The Accessibility Act enables the government to use the regulations to identify which organizations must comply with certain requirements. These requirements include forming an Accessibility Advisory Committee and developing an accessibility plan within one year. The use of the word “prescribed” in legislation is intended to give wide authority for regulations to be made that set down a specific rule or direction



## Resources

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<https://novascotia.ca/accessibility/stats-on-disability-in-Nova-Scotia.PDF>

[www.nslegislature.ca/sites/default/files/legc/statutes/accessibility.pdf](http://www.nslegislature.ca/sites/default/files/legc/statutes/accessibility.pdf)

[www.novascotia.ca/accessibility/access-by-design/access-by-design-2030.pdf](http://www.novascotia.ca/accessibility/access-by-design/access-by-design-2030.pdf)

## Committee Members

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### **Elected Representatives**

Councillor Dale Fawthrop, *Chair*

Deputy Mayor Leon Landry

### **Citizen Appointees**

Matthew Medland

Marina Godfrey

Joanne Hopper

Tammy Allen

### **Staff**

Jason MacDonald, *Chief Administrative Officer*

Kim Jones, *Director of Communications/Municipal Clerk*

Sharon Bristol, *Community Well-Being Manager*

Cindy Brown, *Administrative Assistant*

Andrew Bickle, *Capital Asset Co-ordinator / Property Manager*