



What we heard report: Input to inform the development of the IDEA Strategy

DRAFT – Report in Progress

January 19, 2022



Why focus on inclusion, diversity, equity and access?

Municipal services touch the lives of every Kincardine resident and visitor to our community. Addressing social inequities will ensure that Municipal services address the needs of all our citizens, providing long-term sustainability, and improving the well-being of the community.

Research shows that committing to and improving diversity, inclusion and equity will help us achieve our mission and goals in the strategic plan as it leads to:

Diverse and inclusive workplace

- Increased productivity in the workplace.
- Creativity and innovation.
- Improved organizational performance – higher job satisfaction, increased employee engagement, greater productivity and improved service delivery.
- Expanded access to talent.

Inclusive provision of services and programs

- Services and programs are created and delivered to meet the needs of our diverse and changing population.
- Improved access to services.
- Increased service satisfaction.
- Reduced need to respond to complaints of discrimination.

Strengthened and welcoming community

- Increased community participation.
- Increased vibrancy in the community, including the arts, culture and cuisine.
- More communities, businesses and events are attracted to the area, contributing to both the cultural and economic dynamism of Kincardine as a destination.
- Enhanced innovative competency as multiple voices and perspectives are heard creating diverse solutions to complex challenges.
- Enhanced economic growth as diverse communities bring with them culturally specific languages, practices, and connections that enable both the community and local businesses to flourish by delivering first-rate and socially aware services.
- Strengthened social cohesion as inclusivity enhances the likelihood that everyone will feel empowered to actively engage in the community around them.
- Accessible services and employment opportunities maximize capacities for stronger and safer neighbourhoods and build trust in public institutions and processes.

Our approach to this work

- Diversity is a strength
- Everyone holds unconscious bias and beliefs
- Recognition that racism is present in our systems, processes and work

- Learn the history and lean into discomfort that comes with the awareness
- This is a journey and we will listen and adapt as we have new understandings
- Engage in meaningful, intentional collaboration and partnerships
- Inject care, compassion and empathy into our approach and actions

What is the “What we heard report”?

To develop the IDEA Strategy, we need input from the community on the most pressing issues. And specifically we need to hear from groups that experience inequities in order to understand the barriers and challenges faced, in order for the Municipality to implement the most relevant actions to improve inclusion, diversity equity and access.

The “What We Heard” report is a summary of the feedback that emerged from community consultations that were held to inform the development of the IDEA Strategy for the Municipality of Kincardine.

It is important to note that not all input will have corresponding actions in the future IDEA Strategy. This input will be prioritized based on several factors/criteria yet to be determined. This will happen in the next phase of IDEA Strategy development.

How Did We Engage the Community?

Community engagement took place from July 2021 to January 25, 2022 in the Municipality of Kincardine.

We held training sessions, focus groups, online discussion forum, phone interviews and surveys (See Table 1). Outreach to specific communities experiencing inequities was attempted although more could be done in the next phase of engagement to reach out once again. We used open-ended, semi-structured questions and offered the surveys in online and in paper formats. Many questions were open ended and were made optional, allowing flexibility for participants.

Who Did We Hear From?

It is important to consider the consultation limitations within social distancing and COVID-19 safety measures as they influenced the methods of engagement. The lack of in-person engagement resulted in a loss of representation from people who are socially isolated, without access to the internet, those who are not involved with organizations, and those who need to prioritize meeting their basic needs.

Even with these restrictions we were able to gather insights and have engagement with 581 participants using the following methods (Table 1) during these COVID restriction times.

Table 1: Methods of engagement and number of participants

Method of engagement	Stakeholders	Numbers
Training sessions Residential schools History of the land from a First Nations, Métis, Inuit Perspective Equity and oppression sessions	<ul style="list-style-type: none"> • All department areas within the municipality • Committees of Council • Council • Public 	1 workshop: 25 participants 4 workshops: 101 participants 3 workshops: 46 people 8 workshops: 172 participants total
Survey Online and paper	Public	41 online 12 paper 50 total
Online discussion forum Kincardine Talks	Public	34
Focus groups/conversations: with specific groups who can speak to inequities from lived experience	<ul style="list-style-type: none"> • First Nations, Métis and Inuit Community sharing Circle • Labour Union • Bruce County Housing • Municipality of Kincardine Accessibility Advisory Committee • Kincardine and Areas Seniors Advisory and Action Committee • Arts and Inclusion Conversation 	Focus groups: 5 Number of participants: 59
Public events / displays	<ul style="list-style-type: none"> • Arts Ignight • Afro-Centric Mural Creation • Display at Promenade • Display on Canada Day – Truth and Reconciliation 	Events: 4 Participants 133 50 75 258 participants
Email submissions	Public	Submissions: 5

Highlights of What We Heard

The goal of this report is to present the information gathered from the public through the consultation process. Table 2 provides details on the feedback heard, grouped under the most relevant Municipal Department. The next stage of this work will be to identify what actions move forward in the short, medium or long term.

This report also presents 6 shared themes that were mentioned by multiple participants and that apply across all departments at the Municipality of Kincardine.

The 6 key themes include:



1. Addressing Attitudinal and systemic racism

Even though many people commented that the community was welcoming, many also cited attitudinal and systemic racism as being present in services and systems as well as in daily community interactions. Racist attitudes towards First Nations, Metis and Inuit Community members as well as by Black and people of colour were cited as something experienced quite frequently.

What does racism look like and sound like in our community? Here are just a few examples:

- Racist actions have been experienced by people of all ages in our community.
- We have removed racist hate speech from Municipal facilities.
- We have removed white supremacist posters from buildings in downtown Kincardine.
- We have heard children as young as 7 experiencing racism in municipal programs by children of the same age.
- We have heard how people of colour are afraid to visit our community because if they had car trouble or if they need other services that they would not feel safe reaching out.

These are just a few examples of what we have heard.

2. Building awareness and understanding to move to action and change

Throughout the consultation there were instances of racism cited and also on the flip side there were requests for workshops to increase knowledge around the impact of historical and present-day colonization, oppression and equity. There was a strong desire on the part of the community to participate in discussions and training to learn how to address systemic racism in the community and in services and programs.

3. Working towards actions to address truth and reconciliation

There was strong support for the Municipality to take action on the 94 calls to action in the Truth and Reconciliation report. Also training to understand the past history from a First Nations, Metis and Inuit perspective was strongly recommended as an action for staff, Council, Committees of Council and for the community.

4. Creating inclusive built environments and facilities

The built environment refers to the designed physical world that we live in that have been created or modified by people including gathering spaces, buildings, parks and transportation systems.

Consultation participants asserted that the built environment has many barriers and challenges throughout the community. Tied to the built infrastructure, transportation was cited as a big issue. A transit system was cited as needed but there was the recognition of why that may not be feasible in a smaller community. There were suggestions to alleviate some of the transportation barriers and they include expansion of accessible transportation offered through SMART and creating pedestrian friendly community so people can walk or roll safely to where they need to go.

5. Fostering social inclusion and participation in programs and services

Our community is becoming more and more diverse and so are the needs and aspirations of its residents and visitors. In order to provide the most meaningful and relevant services to the community we need to communicate, engage, plan and deliver services using an IDEA lens to ensure that we support inclusion and participation in programs and services.

6. Listening to the voices of people experiencing inequities

Listening to people who are experiencing inequities so they have a voice and can identify how changes or programs impact them, helps to improve access to services and create meaningful and relevant policies and procedures.

What we heard: grouped by Municipality of Kincardine Departments

The next section of this report (Table 2) provides details on the feedback heard, grouped under the most relevant Municipal Department. The next stage of this work will be to identify what actions move forward in the short, medium or long term.

Table 2: What we heard: grouped by Municipality of Kincardine Department

Community Services Department

Input to improve Inclusion, Diversity, Equity and Access
<p>Recreation services</p>
<p>CSD 1: Sliding scale for recreation services: to ensure services are accessible to people of all ages living on a low income, implement a program that has a sliding scale or subsidy for people living on a low income. For example: https://www.kitchener.ca/en/recreation-and-sports/leisure-access.aspx https://www.barrie.ca/Living/RecreationPrograms/Pages/RecACCESS.aspx</p> <p>And should program become available promote the it through organizations that support people living on a low income.</p>
<p>CSD 2: Increase programs for youth: increase or add new programs for youth e.g., gymnastics, youth drops-ins. Youth need activities to keep them busy and out of trouble.</p>
<p>CSD 3: Facilities need to be accessible: all facilities need to be accessible. Specific mentions about improvements needed were made and include the following:</p> <p>CSD 3 a: <u>Davidson Centre</u></p> <ul style="list-style-type: none"> • Track needs to be made accessible. • An elevator needs to be installed at the Davidson Centre. • Ramp into the Davidson Centre raised questions about the slope rise and if it was to code. <p>Staff are on the second floor and up a series of steps. This is not accessible nor welcoming. Need to have reception with staff providing services at the front door</p> <p>CSD 3b: <u>Tiverton arena</u> Washrooms need sinks that are lowered and accessible.</p>

Parks

CSD 4: Built environment in Parks: Challenges and suggestions made regarding the people created physical environment within parks and include the following:

CSD 4 a:

Station Beach

- The board walk needs to be accessible for everyone not just abled bodied.

CSD 4 b:

Victoria Park

- The gazebo in Victoria Park needs to be made accessible. Children cant go up to visit Santa, performers on the stage can only be able bodied etc.
- Access to washrooms in downtown core need to be made available year round so that people can shop and enjoy the events.

CSD 4c:

Dunsmore Park

- Need accessible sidewalks in the Park.
- Need to have benches and areas where you can wheel into, example, picnic shelters need to be accessible.
- The parking lot by the tennis courts also need a bollard or curb to designate where the parking ends and where the sidewalk is. It is dangerous

CSD 4d:

Trails

Accessibility of trails and the materials to build them needs to be taken into consider. Stairs and raised boardwalks create barriers for people with mobility challenges.

CSD 5: Mobi mat - needs to be put back in. Miss having it there and do not understand why they were not been put back in this past summer. Can the mats be expanded to other beaches?

CSD 6: Building awareness and understanding: training, resources and supports are needed for staff and students in order to address racism, homophobia, agism etc. this includes being able to respond when patrons are being racist in their words or in their actions. Several examples were cited around racist comments and actions in children day camp programs and in recreation programs.

CSD 7: Create a screening form to access municipal facilities (Davidson Centre) that allows patrons to list multiple household members. Reports of filling out 7 forms a day for one household for all our household members was cited. This is difficult for large households and busy parents.

Strategic Initiatives

Input to improve Inclusion, Diversity, Equity and Access – Strategic Initiatives

Economic development

SI 1: Built environment of Downtown Businesses: how can we support the businesses to be accessible? What programs or grants are available to assist with this? Can the municipality help to research programs that will retrofit buildings to be accessible?

Many examples were cited in downtown businesses regarding accessibility.

- Lack of ramps to get into the business.
- No door bell to alert owners to put out ramp if they have one.
- Could stores put in a door bell so that if they don't have a door opener the store clerk would know that someone needs help getting in. Clinton and Goderich businesses have done some good work in this area that we could learn from – see below link <https://blackburnnews.com/midwestern-ontario/midwestern-ontario-news/2021/11/27/huron-county-accessibility-advisory-committee-awards-announced/>
- Some stores are crowded and you can't wheel around in a wheel chair without knocking things over
- If the front of the building is not accessible can there be an accessible entrance out the back? e.g., Rogers and Bruce Telecom have back entrances in the back. Not ideal but there is still some way to get in. Could this be built as part of the cycle path program – have it come behind the buildings?
- Also the downtown businesses can not be inclusive in their hiring if they are not accessible. .
- Of note the Accessibility Advisory Committee would like to be consulted on the development of the Quinn parkette that is proposed by the BIA
- Also when the downtown is renovated can the sidewalks be raised or some feature added to make entrances to buildings accessible. People with disabilities need to be on the committee to help with the design of the big dig and streetscape.

SI 2: Education to create awareness

- Need to educate businesses on how to become more inclusive.
- Topics include accessibility, racism etc.
- Businesses could also look to the Progressive Aboriginal Relations (PAR) program or join the CCAB – Tabitha Bull <https://www.ccab.com/about-ccab/> Canadian Council for Aboriginal Business
<https://par.ccab.com/> Progressive Aboriginal Relations (PAR) is a certification program

SI 3: Taxation exemption for First Nations, Metis and Inuit Community members: Need to educate businesses about tax exemptions for First Nations, Métis and Inuit Peoples. There is confusion with local businesses about the exemptions and what identification is or is not needed on Status. The Municipality could take the role in partnership with the BIA and Chamber, to educate businesses and to help dispel myths. There are good examples of businesses who do this well e.g., Canadian Tire North Bay.

Input to improve Inclusion, Diversity, Equity and Access – Strategic Initiatives

SI 4: Housing: The need for housing affordability and accessibility was cited by many community members and throughout most of the engagement channels. Many requested that the Municipality do whatever it can to support the increase in housing stock along the continuum.

The Municipality needs to look at its zoning so that alternative housing can be incorporated into the community e.g., co-operative housing initiatives, apartments, secondary suites, rental units, townhouses, tiny homes condos etc. Housing was cited as foundational to residents.

Questions were raised about the creation of housing on Municipal lands. Can this happen and if so, where?

Explore housing programs and grants: keep informed about all of the grants available from the Federal and Provincial Governments and the Canadian Housing and Mortgage Corporation. Also stay informed about the innovations in housing that is happening in different sectors. For example: Indwell, a Christian charity based in Hamilton, has created affordable housing units and supportive programs for more than 600 tenants across southern and southwestern Ontario. <https://indwell.ca/about-us/>

Habitat for humanity: Support the builds that occur through Habitat for Humanity. E.g. support staff to participate and promote opportunities for involvement to the community.

SI 5: Develop a community profile

In order to understand the local demographics of the population and also potential population need to create a profile of who lives in the Municipality. This information will help to make informed decisions. Once the profile is completed increasing community awareness about the benefits diversity brings to the community would help.

SI 5: Accessible Transportation

Transportation was an issue that was cited by many people throughout the engagement. The changes to SMART services were felt by many and different ways to improve this service were suggested. It was felt that this needed to be put on Councils agenda as well as advocate to the County to take on this service. It was reported as an essential service. Stories of people not being able to visit loved ones, attend church, grocery shop etc. were reported as limiting participation for people.

It was felt that the IDEA Committee and the Accessibility Advisory Committee join forces to advocate to councils on this issue.

Input to improve Inclusion, Diversity, Equity and Access – Strategic Initiatives

Tourism

SI 6: Branding of the community

Some respondents wanted to have a conversation on the Scottish brand that is very present in the community. It was felt that by promoting the community as a “Scottish” town that it discounts the fact that we are the lands of First Nations, Métis and Inuit Peoples.

SI 7: Special Event plans and sexual harassment

Staff security and volunteers need to be educated on sexual harassment indicators and what to watch for especially for licensed events. Through the special event planning process we need to incorporate safety into the planning as well as resources and supports around sexual harassment so that servers and businesses know what to watch for and what to do.

SI 8: Diversity incorporated within existing events

Suggestions about adding some diversity to existing events as well as holding events specifically to highlight diversity were made by participants. For example, host a Multicultural Festival or add diverse music, vendors etc. to events such as the Bluesfest, Promenade etc.

SI 9: Street closures downtown

People with disabilities and their caregivers have reported that shopping downtown when streets are closed for special events and Promenade makes access to shopping difficult as individuals with disabilities can not be dropped off in front of businesses.

Arts, Culture and Heritage

SI 10: Inclusive art

Many people talked about the need for the creation of inclusion of different community demographics in the arts across the community. For example, suggestions were made to continue diverse mural paintings and add an Indigenous arts sculpture or mural. There was also the suggestion that this gets built into a review process and/or policy so that there is some guidance for the Arts, Culture and Heritage committee to follow.

SI 11: Commemoration of people

There was discussion about the need for examining and reconsidering how and when we commemorate people in memorials and monuments. Memorials and monuments are designed to convey forceful messages about the events or individuals they commemorate. Each has embedded in it a particular perspective, an interpretation, a set of values or judgments.

Commemoration examples include the building of monuments, naming of streets and buildings, creation of plaques etc. There were suggestions that we needed to have discussions to explore questions on this as a community. Questions include:

- What part do these commemorations play in understanding our past?
- What is the purpose of these commemorations?
- Who do we commemorate?
- How do we decide whose stories get told?
- How do we ensure that these commemorations are inclusive and don't exclude populations or portray harmful history?
- How do we ensure that the commemoration is correct and complete?
- How do we expand the narrative and create space for diverse histories and stories?

Input to improve Inclusion, Diversity, Equity and Access – Strategic Initiatives

- Do we use public funds for this commemoration?

There was mixed reaction on the Secord Monument on whether the monument should be left alone as a moment in history, or that information should be added with more information about these historical figures and the context of the history that he is commemorated for. Others have said the monument should be removed and placed in a museum.

Regardless of the outcome of the Secord Monument there was the sense that there needed to be discussions on commemoration in general and if and what role the Municipality should play in the memorializing of people.

The federal government is currently looking at its own policies on how to address concerns with historical monuments. The Historic Sites and Monuments Board of Canada is in the process of developing guidelines to determine how and under which circumstances a national historic designation may be removed.

SI 12: Crosswalks

There was some confusion around when and how to make a request to install a cross walk to celebrate a particular cause or group. e.g., the Pride crosswalk at Harbour Street. If there is a process, promote it.

Input to improve Inclusion, Diversity, Equity and Access – Strategic Initiatives

Communications and engagement

SI 13: Representation of diversity in media and promotions

Include diversity in promotional videos, brochures, website etc. Use photos & representations of people of Colour, people living with disabilities, same sex couples etc. in tourist & recreation literature and promotional material.

SI 14: Participate and attend events

Leadership needs to communicate their support for IDEA but also show up at events. This includes council and senior staff. For example, attend the Indigenous Market, attend Pow Wows when invited, participate in training, attend flag raisings etc.

SI 15: Community engagement

The Municipality needs to listen to voices of those historically excluded and provide opportunities for those from marginalized communities to speak and have respectful dialogue on the issues and barriers. Just because staff or council do not see issues does not mean there is not one.

Overall improvement to the processes that engage with the community are needed. Come to the community to gather input rather than expecting the community to come to you.

Report back to the community on input received and questions asked. Acknowledge and report on the outcome and decision, even if it is not what the public wanted.

Token versus meaningful engagement People are tired of being subjects of research and consultation without seeing much in the way of tangible results and progress specific to marginalized and Indigenous communities. The intention and outcome feels “token” or a check box that main stream organizations need to check off and not worth the time it takes away from their current services.

SI 16: Communications and promotions

Create information that is easy to read and does not include jargon or acronyms. Make sure there are non computer ways to access information and gather input. Ask the public questions, engage in dialogue, have open forums for the public to ask council and staff questions etc..

IDEA

SI 17: Education and awareness

Continue to offer training sessions and workshops on equity, anti-oppression, inclusion and journey to reconciliation (history of the land, residential schools, Indigenous culture etc.). Identify and implement training that should be mandatory for staff and Council.

Education! Communication and creating awareness about equity and oppression is power and the more information that can be shared and understood about IDEA will contribute to positive dialogue.

Input to improve Inclusion, Diversity, Equity and Access – Strategic Initiatives

Host a series of educational seminars/ awareness raising workshops on "IDEA" to focus on specific populations to amplify issues and inspire action. Target the younger generation in schools to attend.

Examples of topics included:

- LGBTQ 2S support and allyship, and creating safe spaces for people to celebrate and access services
- Age friendly communities
- Improving accessibility
- Black and racialized communities

Hire local trainers where possible.

It was also stated that the training needs to be led and/or developed in partnership with groups that have experienced exclusion.

Host [human libraries](#) - a great way to "walk a mile" in someone else's shoes.

SI 18: Create inclusive signage

Have signage that designates that this is a "Safe Space" e.g., This would happen after staff have been trained.



SI 19: Celebrate days of significance

Acknowledge and educate about other religious and cultural celebrations to include the diversity of the community.

Truth and Reconciliation

S1 20: Training on the history of colonization

Need to help the community understand the truths of the past. Acknowledgment of these truths helps build trust.

Training for staff and Council needs to be mandatory in order to understand and take the time to consider all aspects of history, Indigenous life, including family and personal histories and Indigenous culture. Also there is not a thorough understanding about the historical and

Input to improve Inclusion, Diversity, Equity and Access – Strategic Initiatives

contemporary forms of colonization and the intergenerational impacts it has had on Indigenous Peoples' social, cultural, political, economic, and spiritual wellbeing. Create awareness of the treaties and the history of the land from a First Nations, Metis and Inuit perspective.

S1 21: Develop meaningful relationships with Indigenous communities

In order to foster intercultural understanding and connection that facilitates authentic conversations and action, creating opportunities for relationship building is key. For example set up meetings with members of Council and Saugeen Objibwa Nation Chiefs.

S1 22: Support Indigenous culture in mainstream spaces

Need to allow for smudging in meeting rooms – develop protocols and training. Train facilities staff on smudging – Hospitals have processes and protocols we could borrow and adapt

S1 23: Sculpture and/or art work

There were suggestions that we create a sculpture or place for ceremony – focus could be to honour the children in residential schools and those impacted and/or to acknowledge the land that we are on.

Eg., Saugeen River in Southampton received a new name, in consultation with elders from Saugeen First Nation, (gaa-biig-ni-gaan (Zgaa-beeg-ni-gun) which means 'we are connected' or more precisely, 'from one end to the other, we are connected').

<https://saugeenshoreshub.ca/news/4184-bridge-naming-celebration.html>

S1 24: Welcome signs

On our welcome signs into the community could we say that you are entering the territory of the Saugeen Nation. Another suggestion was to do like North Bay and have a welcome and good by on the signs in indigenous languages

SI 25: Water Walk

Can we support a water walk here in Kincardine? Water is so important to indigenous people and we have a big body of it with lots of rivers

SI 26: Travelling exhibit

Host a travelling exhibit on Indigenous history.

<https://www.baytoday.ca/local-news/travelling-exhibit-to-promote-indigenous-culture-and-innovation-across-northern-ontario-4456626>

<https://www.thestar.com/news/canada/2021/09/27/travelling-exhibit-on-indigenous-culture-and-innovation-gets-provincial-funding.html>

Corporate Services

Input to improve Inclusion, Diversity, Equity and Access – Corporate Services
Human Resources
CS 1: Develop an Inclusion, Diversity, Equity and Access Policy Create an organization policy statement that includes definitions and commitments to IDEA. This policy statement would help guide future revisions and development of new policies, processes and programs.
CS 2: Increase the diversity of staff Implement processes and resources to assist with the recruitment and retention of staff from diverse backgrounds e.g., people of colour, immigrants, people with disabilities etc.
CS 3: Employment Survey and Data Collection Develop quantitative and qualitative indicators to measure diversity of staff through tools such as an employee census in order to ensure that diverse staff are being hired and progress is being made.
Clerks
CS 4: Diverse representation on Committees of Council Representation on committees should reflect the make up of the community. And where there has not been representation sometimes more than one person from that demographic should be recruited so that people don't feel like the lone voice. This is especially relevant for the IDEA Committee. There also needs to be transparency in the selection of committee members. It is not clear on what criteria is being use to choose committees of council. And in some cases, the same people are on several committees.
CS 5: Community improvement grants Groups receiving Municipal funding through grants, partnerships etc. should be required to have anti-discrimination policies in place. For some this may not be a familiar concept so resources to support groups to be more inclusive would be helpful e.g., tools, checklists, education and guidance to help make events more accessible / welcoming is a good start.
CS 6: Public involvement in government processes Information on how to get issues in front of council needs to be simple and explained on the website. The process needs to be public friendly and easy to understand. It is intimidating to speak in front of Council and any assistance to make this easier would be helpful.

Input to improve Inclusion, Diversity, Equity and Access – Corporate Services

CAO

CS 7: Flag raising

The flag policy needs a review and update to include dates such as the new National Day of Reconciliation and expand the criteria for flag raising or lowering. Also suggestions were made to add flag poles in the community flag pole locations in order to have one flag pole for community flags. There were concerns raised with having one flag pole as the Canadian Flag needs to be removed when raising a community flag, and by adding a flag pole this would solve that issue.

CS 8: IDEA Lens

Diversity, inclusion equity and access needs to be a consideration in municipal decision making. The City of Ottawa was an example of a model suggested.

<https://ottawa.ca/en/city-hall/creating-equal-inclusive-and-diverse-city/equity-and-inclusion-lens>

https://documents.ottawa.ca/sites/documents/files/ei_lens_hb_en.pdf

Infrastructure and Development

Input to improve Inclusion, Diversity, Equity and Access – Infrastructure and Development

Infrastructure and Development

ID 1: Construction

Changes and renovations to buildings, cross walks, recreation facilities, sidewalks and streets need be made with accessibility in mind. This also applies to construction. When repairing side walks we need to make the alternate route also accessible e.g, people with disabilities could not travel on the sidewalks from the Northside of Penetangore River to the South and vice versa with construction.

ID 2: Road closure notices

Need to inform the public when closing streets and sidewalks due to construction and events. This needs to be posted in various forms of media to ensure that impacted community members are aware of the closure and can make alternative arrangements.

ID 3: Downtown infrastructure construction

There have been talks about major construction downtown Kincardine. Including people with disabilities in the design of the new streetscape and consideration for accessibility would be appreciated. Suggestions for the streetscape renovations include raising sidewalks or adding ramps to businesses and cross walks to improve accessibility.

ID 4: Pedestrian Friendly

In the design of our new builds and renovations to existing development we need to think about pedestrians and people travelling by scooter or wheelchair. This is especially true for people who can not afford a car. You need to be able to walk or roll to and from places safely. All new housing development needs to have sidewalks.

Safe crossing on major thorough fares needs to be implemented eg., crossing between Sobeys and Canadian Tire is a challenge. Pedestrian traffic needs to be considered along with the car.

Policies need to be focus on pedestrian safety – and when a developer is building ensure that they have this as part of the design.

Also the slope of sidewalks need to accessible. Th hill to the hospital was noted by several participants as very challenging on foot or when using a scooter or wheelchair.

Larger systemic issues

Although the Municipality does not have a mandate around the below themes – it was important to reflect the input and understand if the Municipality has any way of advocating or influencing improvements in these areas.

Input to improve Inclusion, Diversity, Equity and Access
<p>Accessible transportation</p> <p>There were many comments about the lack of public transportation in the area. Also the limited transit services for people with disabilities was cited by many as a big challenge. Suggestions to fund transportation were made including taxi chits or subsidy as well as support to the SMART bus service. The reduction in SMART services over the holiday season and over weekends was a major barrier for people living with disabilities. Many stories were shared on how this personally impacted holiday plan get together, dinner plans after 6:00 pm., access to the foodbank, attendance at church, getting out to shop etc.</p>
<p>Age friendly community</p> <p>Related to pedestrian friendly theme above there were suggestions that the Municipality adopt an age friendly framework as they felt this would solve many of the accessibility issues of all age groups and income levels. "In an age-friendly community, the policies, services and structures related to the physical and social environment are designed to help [older adults] "age actively." In other words, the community is set up to help [older adults] live safely, enjoy good health and stay involved."</p> <p>Government of Canada https://www.canada.ca/en/public-health/services/health-promotion/aging-seniors/friendly-communities.html</p>
<p>Economic inequality</p> <p>Advocate to the Province and Federal government around issues of affordable housing and child care. These issues are key to create economic equality. COVID 19 has impacted women greater than men. Are there actions we can take?</p> <p>Partner with organizations around financial assistance and literacy.</p>
<p>Dental care</p> <p>Advocate for dental care (free) for every child in the community.</p>
<p>Long term care</p> <p>Need more non-profit long term care homes. Advocate and look for money from the province to bring more long-term care to this community. For example, could the high school be repurposed for long term care or for housing?</p>
<p>Mental health support and facilities</p> <p>There is not a lot of support for people experiencing mental health issues in this community. Would like to see a facility to support people with severe mental health issues.</p>
<p>Safety</p> <p>Engaging the public to problem solve and become aware of public safety issues and inspire them to support actions.</p>
<p>Everyone has access to basic needs</p> <p>The ultimate vision would be that everyone has access to nutritious food, water, shelter, clothing, healthcare (including mental healthcare), education, transportation, recreation and communication.</p>

Next steps

Below are some preliminary next steps.

February 2022

- Report the public input to the IDEA Committee.
- Host conversations to validate and add to the input gathered.
- Create criteria to identify recommendations on actions to include in the IDEA Strategy.

March to May

- Report to council on the public input gathered and the proposed criteria to identify recommendations for action.
- Meet with staff to review information and apply the criteria to identify actions that can be achieved in the short, medium and long term.

**June
2022**

- Develop a draft IDEA strategy with recommended actions including the Journey to Reconciliation actions
- Provide recommendations to council on the IDEA Strategy and actions