



AODA Advisory Committee Meeting Minutes

Wednesday, September 30, 2020
10:00 AM – 12:00 PM
Google Meet

In Attendance (25 members)

Abeywardane, Hirosh	Forsyth, Dawn	Leesti, Laura	Snowball, Andrew
Anirud, Anthony (co-chair)	Halley, Amanda (designate)	Long, Gail	Vellathottam, George
Beetlestone, Pam	Hastings, Sue	Luk, Gilbert	Viney, Carolyn
Brusselers, Dale	Khushal, Shelly	Luong, Stephanie	Woods, Paul
Estriga, Teresa	Kostic, John	McRoberts, Bob	Wu, Brandon (co-chair)
	Lee, Paul	Susie Nunes	
		Sellers, John	

Regrets

Harrison, Gerry; Kaderdina, Rizwana; Laliberte, Dawn; Malcolm, John; Petri, Derek; Rutledge, Steve; Smith, Patrick; Taylor, Shane

1. Welcome and Agenda Overview

Welcome address and agenda overview by co-chairs Anthony Anirud and Brandon Wu, respectively. Formal welcome to new members Hirosh Abeywardane and Gilbert Luk.

2. Professional Learning – Orange Shirt Day

Committee members asked to watch [Phyllis Webstad Orange Shirt Day video](#) ahead of meeting and wear an orange shirt. Brief presentation on the significance of Orange Shirt Day and the legacy of the Residential School system on past indigenous students, as well as the lasting impact for indigenous students today.

Action Items

Consider how the trauma and legacy of Residential Schools can today be understood as mental health “disabilities” that continue to support systemic and attitudinal barriers to accessibility for indigenous students and staff.

3. Approval of Previous Minutes

Minutes reviewed and motion passed to approve May 7, 2020 minutes (all minutes are in draft format until approved by committee members); approved by Teresa Estriga, seconded by Brandon Wu.

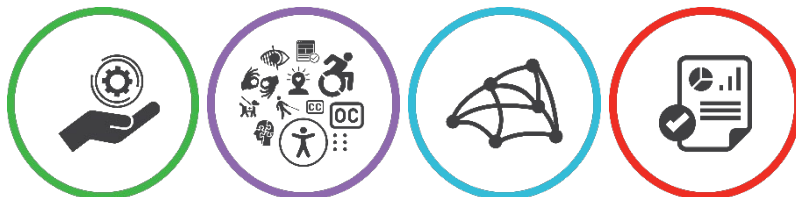
4. Multi-Year Accessibility Plan Collaborative Review and Working Session

MYAP Context

Context provided on renewed Multi-Year Accessibility Plan (MYAP) which “describes the measures that will be taken over the period of September 2020 to August 2025 to identify, remove, and prevent barriers to accessibility for everyone who learns, works and participates in the Board community.” (MYAP, p. 5).

Various documents, resources and communications were consolidated and contributed to renewal of MYAP, which includes 4 new strategic accessibility goals developed in alignment with 4 priorities of the Board’s Multi-Year Strategic Plan (MYSP) and Director’s Action Plan (DAP) priorities:

1. Provide Accessible Customer Service
2. Understand Accessibility as a Process
3. Engage the AODA Advisory Committee Collaborative
4. Publish an Annual Accessibility Report



Collaborative Review and Working Session via Breakout Rooms

Advisory Committee divided into 4 breakout rooms in Google Meet to review sections 4.0 through 9.0 of the MYAP. Groups were able to collaboratively review specific sections in real time through shared Google Docs:

1. [MYAP Review Section 5.0 - Customer Service Standards](#)
2. [MYAP Review Section 6.0 - Information and Communication Standards](#)
3. [MYAP Review Section 7.0 & 4.0 - Standards for the Built Environment & General Requirements](#)
4. [MYAP Review Sections 8.0 & 9.0 - Employment & Transportation Standards](#)

Action Items

Review MYAP with SMART goals in mind. Are the accessibility goals in the MYAP Specific? Measurable? Achievable? Realistic? Timely?



Breakout Rooms Debrief

Representative(s) from each group shared break-out room discussion using 3-2-1 exercise (3 things we liked, 2 suggestions for change and 1 questions they had).

5. Accessibility News Items

Mask exemption process and accessibility

- Discussed implications of students and/or staff who are medically exempted from wearing masks and possible competing rights situations.
- Differentiated between human rights as protected under the Human Rights Code and rights and freedoms under the Canadian Charter of Rights Freedoms.
- Requirement to wear a mask is applied to all groups equally and therefore does not discriminate based on any protected ground. Any duty to accommodate (i.e., mask exceptions) requests may be granted based on a relevant Code ground (e.g., disability).

New Accessibility Resource Hub

- HRCO in process of building a centralized web space for all new accessibility resources,
- Consolidating all existing AODA checklists/guidelines documents, and

Action Items

- Once Accessibility Resource Hub has been communicated in Daily Digest, please direct relevant staff to the new hub

- Review Terms of Reference 2020-2021 (updated September 2020) and Brandon with any questions or concerns.

6. Upcoming Meeting Dates and Adjournment

- Next meeting scheduled for Thursday, November 26, 2020 from 10:00 am – 12:00 pm.
- Meeting invite to follow, with copy of slide deck and Google Form to provide feedback on the meeting.

Meeting adjourned.