



DRYDEN

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The City of Dryden's Multi-Year Accessibility Plan Progress Report 2018-2025



Introduction

The City of Dryden is committed to providing accessible services, facilities, and information to all residents, visitors and employees. This report summarizes the City's progress in realizing the action items identified in the Multi-Year Accessibility Plans up to and including 2025, organized according to the requirements of the Integrated Accessibility Standards Regulation (IASR).

General Requirements

- Ensuring the City's Corporate Accessibility Policies are reviewed bi-annually as part of the City's policy review process.
- Ensuring the Dryden Public Library's Accessibility Plan and policy are regularly reviewed and updated.
- Ensuring the Dryden & District Museum Accessibility Plan is regularly reviewed and updated.
- Updated the City's Corporate Procurement Policy to include the statement that "Wherever practicable, the City will incorporate accessibility criteria and features when procuring goods and services, with an explanation required upon request if it is determined that incorporating accessibility criteria and features cannot be implemented or are not feasible."
- Continued to provide training on the IASR and the Ontario Human Rights Code to all new employees, volunteers and persons who provide goods, services, or facilitates on behalf of the City.
- Continued to complete and submit the Accessibility Compliance Report as legislated.

Information & Communication

- The City of Dryden's Emergency Management Information is located on the website at www.dryden.ca on the Emergency Planning page and available in an accessible format upon request.
- The Dryden Fire Service implemented a public notification service that is used to communicate public safety information and alerts to City employees and residents.
- City departments continue to receive and respond to feedback in ways that are accessible to people with disabilities. Feedback forms are located on the City of Dryden's website at www.dryden.ca on the Contact Us page.
- Re-developed and upgraded the City's website to meet the accessibility needs outlined in WCAG 2.0 Level AA.
- Provide accessible formats and communication supports, upon request.
- Implemented action items from the Communications Plan 2023-2025, which includes a Communications Coordinator position, accessible communications, and improved social media accessible and inclusive designs.
- Implemented meeting management software which allows for access to Council agendas, minutes, recorded meetings, live streaming, virtual participation.
- The City re-branded its colours, logos and fonts to enhance consistency in communication materials. Reversible logos were developed, and three fonts were selected as part of the City's branding, to ensure all materials are easy to read and comply with AODA standards.
- Municipal Elections voting was provided online and through accessible polling stations.
- Upgraded the document management system, and implemented training, strategies and timelines to ensure all City records are successfully uploaded.
- The Dryden Public Library and Dryden & District Museum digitized all archived paper copies of the Dryden Observer, making them accessible at the Library.
- The Dryden Public Library expanded Large Print and Audio collections as well as offered Home Delivery Service.
- Implemented online application services for open air burn permits, building permits, business licenses and more located on the City's website at www.dryden.ca.

Information & Communication Cont'd

- The Dryden & District Museum obtained listening devices to provide better customer service and communication with those who are hard of hearing.
- Installed online recreation booking optimization software for pool & fitness users.

Employment

- Notify applicants about the availability of accessibility accommodations in the recruitment process. A statement is included on all job postings as well as on the City's website on the Careers page.
- Continued to work to strengthen online presence of advertising, posting and sharing job opportunities through our the City's website as well as social media outlets and job boards to reach more of the population.
- Successful applicants are informed about accommodations available for employees with disabilities.
- Employees are informed of policies to support persons with disabilities. Policies are available to all employees and the public on the City's website. New employees are trained on Accessibility policies and training during orientation and all employees review these policies annually.
- Encourage and foster a culture of employee engagement and inclusion in the workplace.
- Continue to provide, or arrange upon request, accessible formats and communication supports for employees to access information needed to perform their job.
- Continue to provide individualized accommodation plans and return-to-work procedures.
- Ensuring the City's corporate policies and practices are regularly reviewed and updated to comply with legislation and to provide appropriate support for applicants and employees with disabilities.
- The City of Dryden launched a Diversity, Equity and Inclusion (DEI) review in 2022 which included feedback from surveys in the community and in the organization and employee engagement sessions. All City staff were trained on the DEI strategy and the City is committed to implementing DEI initiatives and encourages all City employees to support and foster an inclusive environment.

Transportation

- Ensured the procurement of the City's new My-Lift Transit Vehicle complied with current accessibility standards.
- Continue to provide training to all new staff on safe use of accessibility equipment and features.

Design of Public Spaces

- Airport
 - Removed carpet in the terminal passenger areas and replaced with textured anti-slip epoxy.
 - Renovated the public washrooms in the terminal in compliance with accessibility standards.
 - Created dedicated accessible parking spaces and crosswalks.
 - Replaced damaged walkways crossing the groundside median.
 - Installed self-service parking payment kiosk in terminal entrance.
- City Hall
 - Installation of exterior ramp, railing and automatic door operator at the public entrance.
 - Renovation and front counter consolidation streamlining customer service points to improve efficiency and customer experience and compliance with accessibility standards.
- Library
 - Accessible washroom upgrade.
 - High contrast strip lighting added to the stairway.
- Museum
 - Installation of exterior ramp at the public entrance.
- Pool & Fitness Centre
 - Installation of a mobile aquatic pool lift which can be used in both the lap pool and the therapeutic pool. Training is conducted on an annual basis.
 - Addition of Accessible changeroom.
 - Wellness and Active Living program for Seniors.
- Recreation Complex
 - Installation of automatic door operator & interior sliding doors.
 - Arena flooring upgrades in dressing rooms, hallways and walking loop.
 - Pronger Arena expansion includes second level accessible viewing area and washroom and installation of elevator.
- Community Improvements
 - Updated accessible curbs and tactile walking surface indicators in some areas of the City.
 - Traffic Signal System Replacement at eight (8) intersections with audible pedestrian signals and tactile walking surface indicators.
 - Replaced the Victoria Street dock.
 - Sandy Beach Trans Canada Trail Improvements - Sandy Beach Road and Dickson Road.

Design of Public Spaces Cont'd

- Replaced a portion of the pathway along the Wabigoon River Walkway North of Victoria Street to Cooper Park.
- Upgraded LED Lighting along the pathway on the Wabigoon River Walkway and Cooper Park.
- Van Horne Landing - Added tables, benches and shade structure on concrete pads, and added benches and fishing rod holders on Government Dock.
- Ongoing and upcoming upgrades continue to Laura Howe Marsh walking trail system.
- Wabigoon Drive - Added a Community Garden adjacent to three senior living complexes.
- Dryden Signature Trail Wayfinding Signage Project-Installed new signage on segments of the trail including Segment 1 North end of Trail (Duke Street), Segment 2 Cooper Park/Earl Avenue and Segment 6 Van Horne Landing.
- Duke Street Underpass guiderail replacement completed.
- Swanson Creek guiderail replacement completed.
- Aaron Provincial Park boat launch replaced.
- Hwy 17 upgraded from Anton Road to Cecil Avenue including accessible sidewalks.
- Accessible sidewalk upgrades from Wice Avenue to Second Street.
- Accessible sidewalk upgrades from Kirkpatrick Avenue to Van Horne Avenue.

The City of Dryden continues to make progress in creating an accessible, inclusive organization and community. We are committed to ongoing improvements to ensure equal access and opportunity for all individuals, and we welcome feedback to guide future initiatives.