

2025-2028



**PORT
HAWKESBURY**
Opportunities Await

A Town for Everyone

IDEA PLAN 2025 - 2028

PREPARED BY: PORT HAWKESBURY IDEA COMMITTEE

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WELCOME AND OVERVIEW



On behalf of the co-chairs of the Inclusion, Diversity, Equity and Accessibility (IDEA) Committee – Matthew Higgins and Mayor Brenda Chisholm-Beaton, we’d like to begin our plan by acknowledging that the work that we do takes place in the unceded and ancestral territory of the Mi’kmaq people, in Unama’ki (Cape Breton). As treaty people, it is important that we work together in peace and friendship to help create sustainable and thriving communities based on respect, continuous learning, and the stewardship of cultural diversity and stewardship of the land we are so grateful to share.

In the spirit of diversity, we would like to recognize the distinct history, legacy, and contributions of African Nova Scotians over the past 400 years. We’d further like to recognize that Acadians and Gaels have been in Nova Scotia for over 400 years, and we honor their unique culture, history and language. Part of the important work we will do as the Port Hawkesbury IDEA Committee is to understand the historical fabric of our community to better inform the work we do today and tomorrow for diversity, equity, inclusion and accessibility.

The Port Hawkesbury IDEA Committee invites you to read our Town’s very first IDEA Plan for 2025-2028. Components of this IDEA Plan regarding “Accessibility” is informed by our 2022-2025 Port Hawkesbury Accessibility Plan, which also explored the importance of “Inclusion” and “Equity.” Additionally, Port Hawkesbury has hosted events, gatherings, ceremonies and created intentional actions with “Diversity” in mind since 2017. Despite these efforts, Port Hawkesbury has done this important work without a compass.

This IDEA Plan will provide the Town of Port Hawkesbury with a framework that will act as a compass which will guide Inclusion, Diversity, Equity and Accessibility research, learning, engagement, planning priorities and ultimately, IDEA projects and work done in collaboration with our IDEA Committee, our Town Council and Staff, and community partners over the next three years (2025 to 2028). Together, we can continue to build and shape Port Hawkesbury into a “Town for Everyone” to thrive and belong.

BACKGROUND:

As mentioned in our welcome, the Port Hawkesbury IDEA Committee was able to use the Town of Port Hawkesbury 2022-2025 Accessibility Plan because although its primary focus was “Accessibility” – it was very much guided by the principals of “Inclusion” and “Equity” and it’s ultimate aim – which our IDEA Committee would like to continue – is to be a “Town for Everyone” so that every person in our community can thrive and belong.

This section will review our Town of Port Hawkesbury’s prior work in the areas of Inclusion, Diversity, Equity and Accessibility, which have helped to inform our IDEA Plan. It will specifically review the 2022-2025 Accessibility Plan, as well as other projects and events under the umbrella of Diversity, Equity, and Inclusion.

It will also discuss the genesis, current membership, and recruitment efforts of the Port Hawkesbury IDEA Committee, as well as important committee considerations.

PORT HAWKESBURY ACCESSIBILITY COMMITTEE: OUR 2022-2025 ACCESSIBILITY PLAN AND OUTCOMES

Port Hawkesbury Town Council, by motion, established a Port Hawkesbury Accessibility Advisory Committee (PHAAC). The PHAAC goals were to have 50% of community committee members who are “first voice” citizens who know first-hand the challenges and opportunities for accessibility in Port Hawkesbury. This goal also aligns with section 44 (2) of the Accessibility Act, “At least one half of the members of an accessibility advisory committee must be persons with disabilities or representatives from organizations representing persons with disabilities.” The PHAAC met this requirement and began our work by reviewing other municipal accessibility plans, Nova Scotia’s Accessibility guides and policies and other relevant resources.



We discussed important definitions (like “equity”), designed a strategic theme and framework (“A Town for Everyone”), designed an Accessibility research plan for Port Hawkesbury, and designed a communications plan for community engagement. Overall, this plan was the result of team collaboration between the Accessibility Committee, Town Council and Staff members, and the community. We were pleased with the significant level of community engagement - especially with first-voice citizens - who provided valuable insights regarding both the challenges and opportunities for accessibility in Port Hawkesbury. We created accessibility recommendations (short, medium and long-term) for the Town to action, as well as important partners needed to complete this work. Lastly, the Accessibility Committee called this a “living document” because in addition to the importance of the plan’s ability to be “actioned” was the importance that it could evolve and grow over time in the areas of access, equity, and inclusion.

“We ask all readers of this plan to please continue to voice concerns, ask questions, and make suggestions at any time; this can be done through PHAAC co-chairs and members, through Town staff and Council, in person at the town office, and on our website and social media pages. The PHAAC and the Town of Port Hawkesbury staff and Council appreciate your invaluable input to assist us with our accessibility goals. As PHAAC members, serving on this Committee has been an opportunity for valuable engagement, learning, and growth. The PHAAC chairs would like to extend our thanks to everyone who has contributed their time, talents and energy to the PHAAC and the development and writing of this plan, and to all community members and stakeholders who have contributed feedback and ideas” (Port Hawkesbury Accessibility Plan, 2022).

Fundamentally, the Port Hawkesbury IDEA Committee will incorporate important elements of this plan into the 2025-2028 IDEA Plan in the following ways:

1. **Vision:** “A Town for Everyone” – we believe that this vision is core to continuing the work the Town does to enhance and enrich Inclusion, Diversity, Equity and Accessibility for its community members – so that regardless of age, level of ability or mobility, culture, ethnicity, race, gender, sexuality, income level, and more – that the Town of Port Hawkesbury (Council, Staff, and the Community) can continue to be responsive to the needs of diverse citizens, continue to strive to be a welcoming, inclusive, accessible and equitable community to all people, and to ensure that in all

ways, it is a “Town for Everyone” - so every community member can thrive and belong in Port Hawkesbury.

2. **Accessibility Recommendations:** The short, medium and long-term Accessibility recommendations identified by the Port Hawkesbury Accessibility Committee via community research and consultation. Our Port Hawkesbury IDEA Committee reviewed these recommendations extensively with staff, including work completed, work in progress, and work yet to be completed. The IDEA Committee felt the best way to incorporate these recommendations into the IDEA Plan was to use a “report card” format to share this progress, and to make this information more concise, digestible, and shareable for our community.
3. **Living Plan:** It is the intent of the Port Hawkesbury IDEA Committee to structure the Port Hawkesbury IDEA Plan 2025-2028 as a “living” plan that can grow and evolve over its lifespan. The IDEA Committee intends to create an “IDEA Portal” to communicate information to the community and to accept information from the community to help guide and action IDEA research, planning, projects, and directions. So, like the 2022-2025 Accessibility Plan, the Port Hawkesbury IDEA Committee believes that our IDEA plan should be nimble, responsive, and buildable based on ongoing communication with our community and other partners.
4. **Strong Communications Plan/Strategy:** The IDEA Committee acknowledged the great outcomes in the Accessibility Plan’s communication strategy, and the wonderful engagement and information collected as a result. The IDEA Committee is in the process of creating an “enhanced” communications plan/strategy that will act as a multimodal platform that we’ve named the “IDEA Portal.”

PORT HAWKESBURY IDEA COMMITTEE: COMBINING ACCESSIBILITY WITH INCLUSION, DIVERSITY & EQUITY

After significant discussion with the members of the Port Hawkesbury Accessibility Advisory Committee, and the work already done by the committee in the areas of equity and inclusion, all agreed that we would transition this committee mandate to include diversity along with inclusion, equity and accessibility. The committee understood that this transition would require a few changes.

1. The first was to rename our committee to indicate our expanded mandate, hence, the Port Hawkesbury IDEA Committee was created, and legitimized by Council motion in the Fall of 2024.

2. Second, we understood that we are still required to comply with section 44 (2) of the Accessibility Act, “At least one half of the members of an accessibility advisory committee must be persons with disabilities or representatives from organizations representing persons with disabilities.” We were grateful to retain all our original PHAAC members except for one “first voice” members who left the community (but has wants to participate as a “first voice” advisor whenever required). Our IDEA Committee still complies with section 44 (2) of the Accessibility Act.
3. Third, the IDEA Committee worked on an Accessibility webpage on the Town of Port Hawkesbury Website and began discussions about transitioning the webpage as an IDEA webpage and to work with Town staff to that end. Additionally, our committee members discussed the importance of having a communications plan to give and receive ideas and information, as well as the creation of communication materials.
4. Forth, the Port Hawkesbury IDEA Committee recognized the need to recruit more diverse committee membership, some efforts to do so will be outlined in the next section.
5. Fifth, the IDEA Committee staff support, Gordie Snook, has been collecting and sharing information and documents with committee members to build more capacity on all aspects of I.D.E.A. as we continue this important work.

OUR IDEA COMMITTEE: CURRENT MEMBERS, RECRUITMENT, AND COMMITTEE CONSIDERATIONS

Our IDEA Committee is co-chaired by Matthew Higgins and Mayor Brenda Chisholm-Beaton. Our Town of Port Hawkesbury staff support is Gordie Snook, Director of Facilities. Our committee members are Cathy Cooke, Jade Hampson, Tiffany Coffin, Karen Stevens, and Melissa MacDonald. Advisory past-member is Terry Matthews.

Our IDEA Committee worked with Town Staff to advertise the new committee for interested committee member recruitment. Additionally, we also worked with Town Staff and participated as an IDEA Committee in the Town of Port Hawkesbury’s Open House in February 2025; this was an opportunity for people from the community to come to the Civic Centre to learn about the Town’s committees (including the IDEA committee).

Although recruitment is a key consideration, so too is education and collaboration. It will be important for the members of the IDEA Committee, as well as Town Council and Staff, to seek out educational opportunities on Inclusion, Diversity, Equity and Accessibility. It will also be critical to engage and collaborate with equity deserving community members

and organizations, and work together (IDEA Committee, Town Council and Staff, Community members, other partners) to elevate Inclusion, Diversity, Equity and Accessibility in Port Hawkesbury so it truly is a “Town for Everyone.”

Communities are ever-changing landscapes; this is why our IDEA Plan is structured in such a way that it continually taps into the “lived experiences” of our Town’s community members so that everything we learn can be combined with best practices and Provincial policy that will result in the best possible future decisions by our Town Council that will move us closer to our vision to be a “Town for Everyone.”

Finally, it is important for the IDEA Committee to connect with and look for opportunities to collaborate with Provincial offices such as L’nu Affairs, African Nova Scotian Affairs, the Nova Scotia Accessibility Directorate, and the Office of Equity and Anti-Racism as the Town of Port Hawkesbury continues to evolve and implement its IDEA strategy. We have really appreciated the assistance provided by Provincial expertise in the drafting and evolution of this IDEA Plan.

PROVINCE OF NOVA SCOTIA: COMMITMENT TO INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY

The Province of Nova Scotia passed the *Accessibility Act (2017)* and the *Dismantling Racism and Hate Act (2022)* and requires all municipalities to create and share their plan for how they will uphold this law. The Town of Port Hawkesbury first submitted its Accessibility Plan for 2022-2025. This IDEA Plan will now comply with both to include inclusion, diversity, equity, and accessibility as a working guide for staff and council.

Regarding Equity, Diversity and Inclusion (EDI) - both before and after the Dismantling Racism and Hate Act (2022), the Town of Port Hawkesbury Council and Staff have taken opportunities to learn more about EDI training and have been involved in work and projects related to EDI since 2017.

There is excellent information on the Nova Scotia Office of Equity and Anti-Racism (OEA) website, which is an important resource for our IDEA Committee. We have a considerable number of **underrepresented** and **underserved** people and groups in Nova Scotia, and our committee’s intention is to learn more about the diverse nature of our Town through research initiatives. The OEA website defines **underrepresented community** as: “a group of people who are not adequately represented or have limited presence or visibility in certain domains or contexts, such as social, political, economic, educational, or cultural spheres. These communities typically experience marginalization, discrimination, or

exclusion due to various factors, including race, ethnicity, gender, sexual orientation, disability, socioeconomic status, or other characteristics” (OEA Website, 2025).

The OEA website defines **underserved** “when a community is not receiving/has not received an adequate level of support or attention from institutions, organizations, or government agencies. This lack of access can manifest in various areas, including health care, education, employment, housing, transportation, and social services” (OEA Website, 2025). The Office of Equity and Anti-Racism (OEA) strategy is also an important document that the IDEA Committee can use as a reference to guide our work, as well as the OEA Community Network.

These resources will guide our IDEA committee as we work towards identifying and addressing systematic issues, in supporting underrepresented and underserved community members and groups, and the importance of a “whole-of-Government” approach to moving the needle on Inclusion, Diversity, Equity and Accessibility. Some important IDEA concepts/definitions critical to the work of the IDEA Committee – as well as Council and Staff - are outlined in the next section.

INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY CONCEPTS

ACCESSIBILITY

When our environments, services, products, and policies are proactively designed and constructed so that people with a disability can fully and equitably participate without experiencing barriers.

DIVERSITY

Diversity refers to the variety of differences among people, often called diversity dimensions, including, but not limited to: gender, sex, gender identity and expression, ethnicity, race, native or indigenous identity/origin, age, generation, disability, sexual orientation, culture, religion, belief system, marital status, parental status, pregnancy, socio-economic status/caste, appearance, language and accent, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style, and personality type.

EQUITY

Equity is about fairness and justice. It is about taking deliberate actions to remove systemic, group, and individual barriers and obstacles that hinder opportunities and

disrupt well-being. Equity is achieved through the identification and elimination of policies, practices, attitudes, and cultural messages that create and reinforce unfair outcomes.

INCLUSION

Inclusion involves creating an environment where people feel welcomed, respected, and valued. It fosters a sense of belonging and engagement. Inclusion works to remove barriers to ensure equal access to opportunities and resources for all. An inclusive culture and environment ensure equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, heard, engaged, motivated, and valued for who they are

UNDERREPRESENTED

A group of people who are not adequately represented or have limited presence or visibility in certain domains or contexts, such as social, political, economic, educational, or cultural spheres. These communities typically experience marginalization, discrimination, or exclusion due to various factors, including race, ethnicity, gender, sexual orientation, disability, socioeconomic status, or other characteristics.

UNDERSERVED

Underserved implies that the community is not receiving/has not received an adequate level of support or attention from institutions, organizations, or government agencies. This lack of access can manifest in various areas, including health care, education, employment, housing, transportation, and social services.

DIFFERENCE BETWEEN EQUALITY AND EQUITY

The difference between equality and equity must be emphasized. Although both promote fairness, equality achieves this through treating everyone the same, regardless of need and circumstances. Equity achieves this through treating people differently dependent on need, circumstance and consideration of historical and systemic inequities.

INTERSECTIONALITY AND LAYERS OF DIVERSITY

Intersectionality and layers of diversity refers to complex ways in which individuals hold many marginal group affiliations at the same time. These identities can combine, overlap, or intersect in a person or group resulting in multiple, interdependent systems of discrimination or oppression (for example a black woman, a rural Indigenous person, or a gay person with a disability).



The Diversity Wheel is a helpful tool for our IDEA Committee to better understand the complexity of diversity. The Diversity Wheel demonstrates the multiple factors and layers to illustrate some of the ways in which people in our communities can be diverse, some diversity being visible and some diversity being invisible. (Information in this section – including diversity wheel - sourced from: [Inclusion, Diversity, Equity and Accessibility Information Sheet](#) Government of Nova Scotia website).

DEFINITIONS OF SPECIFIC TYPES OF SYSTEMIC HATE, INEQUITY, AND RACISM

Listed in the *Equity and Anti-Racism Strategy (2023)* are several definitions that will be important for the work of our IDEA Committee.

ABLEISM

Ableism is a belief system that throughout history has marginalized, dehumanized, and devalued persons with disabilities (diagnosed or undiagnosed), people perceived to have a disability, or people who are viewed as abnormal, or less than, based on a difference in body or mind. It often rests on the assumption that people with disabilities are inferior and need to be “fixed,” “rehabilitated,” or “adapted to fit in,” and it defines people only by their disability. Ableism is the unfounded valuation of able-bodiedness and able-mindedness over bodies deemed “other” in any way. Ableist attitudes are responsible for the disabling social, economic, political, and/or environmental barriers in society that limit opportunities for persons with disabilities to live and participate fully in society.

ANTI-ASIAN RACISM

Conscious, unconscious, intentional, unintentional, personal and/or institutional ideas, language, attitudes, practices, and policies that establish, maintain, and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from discrimination, stereotyping, hate, and injustice directed at peoples of Asian heritage, based on assumptions about their ethnicity and nationality.

Anti-Asian racism has a long history in Canada that includes events such as the Japanese internment camps, the Chinese “head tax,” and other anti-Asian sentiments. Stereotypes such as “model minority,” “exotic,” or “mystic” are rooted in Canada’s long history of racist and exclusionary laws, and often mask racism faced by peoples of Asian heritage, while erasing their historical contributions to building Canada.

The term “Asian” encompasses a wide range of identities originating from the continent of Asia. In Canada, these groups are often classified as East Asian, Southeast Asian, South Asian, and West and Central Asian.

ANTI-BLACK RACISM

Conscious, unconscious, intentional, unintentional, personal and/or institutional ideas, language, attitudes, practices, and policies that establish, maintain, unjustly enrich, and perpetuate power imbalances or disempowerment, systemic barriers, and inequitable outcomes that stem from discrimination, bias, stereotypes, hate, and injustice directed at people of African descent or those perceived to be, and is rooted in their unique history and the dehumanizing experience of enslavement caused by the oppressive legacy of colonialism.

Anti-Black racism is deeply entrenched in Nova Scotian institutions, policies, and practices, to the extent that Anti-Black racism is either functionally normalized or rendered invisible to the larger society. Anti-Black racism is manifested in the current social, economic, and political marginalization of Persons of African Descent, including, but not limited to, racially motivated violence, unequal opportunities, lower socio-economic status, poor health outcomes, higher unemployment, underrepresentation in leadership positions, poor education outcomes, significant poverty rates, and overrepresentation in the criminal justice system.

ANTI-INDIGENOUS RACISM

Conscious, unconscious, intentional, unintentional, personal and/or institutional ideas, language, attitudes, practices, and policies that establish, maintain, and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from colonization, discrimination, stereotyping, hate, and injustice directed at Indigenous people and the legacy of colonial policies and practices in Canada.

Systemic anti-Indigenous racism continues to persist in the overrepresentation of Indigenous peoples in provincial criminal justice and child welfare systems; poor

outcomes in education, well-being, and health; and higher rates of violence, especially toward women and girls.

It is also manifested in current and historical discriminatory federal policies, such as the Indian Act, residential day school, and the residential school system. Through settler colonial practices, and documents, such as the Doctrine of Discovery, Indigenous land, language, and culture has been systemically and intentionally taken and continues to be used without authority from or meaningful input from Indigenous peoples.

ANTISEMITISM

Conscious, unconscious, intentional, unintentional, personal and/or institutional ideas, language, attitudes, practices, and policies that can and have led to inequitable outcomes and insecurity that stem from discrimination, stereotyping, hate, and injustice directed at Jewish individuals or those perceived as Jewish.

Prejudice toward Jewish people has existed in Canada since European colonizers arrived. The Jewish community continues to be the victims of higher rates of violence, verbal and written harassment and vandalism in reported hate-motivated crimes, and rates have been on the rise in the 21st century. Hate-motivated crimes and acts of hate toward the Jewish community escalate in times of economic downturns as the result of negative stereotypes and conspiracy theories about the role the community plays in these events.

GENDER-BASED DISCRIMINATION

Conscious, unconscious, intentional, unintentional, personal and/or institutional ideas, language, attitudes, practices, and policies that establish, maintain, and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from discrimination, negative stereotyping, hate, and injustice directed at people based on the gender they identify as and how they express that gender or how others perceive their gender.

Gender-based discrimination has existed in Nova Scotia since Europeans landed on its shores. Women were not considered persons under the law, which has led to laws and policies restricting their rights, protected those who commit gender-based violence, created a gender-pay gap, and poor educational and health outcomes based on gender. Due to how embedded the colonial idea of gender has become, much of the discrimination which is currently faced often is unseen, such as society's reliance on women's unpaid labour, gendered workplace dress-codes, and a lack of mandatory training on trans-bodies.

ISLAMOPHOBIA

Islamophobia is based on misconceptions and fear that are motivated by ideology, politics, and religion. This fear is directed at symbols and markers of being a Muslim and Muslim institutions. In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic, and societal level, with mental health implications for those impacted.

Islamophobia can be found online and in virtual spaces and can disproportionately impact women due to the visibility of their Muslim faith when wearing a headscarf/head covering.

SEXUALITY-BASED DISCRIMINATION

Conscious, unconscious, intentional, unintentional, personal and/or institutional ideas, language, attitudes, practices, and policies that establish, maintain, and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from discrimination, negative stereotyping, hate, and injustice directed at people based on the sexuality they identify as and how they express their sexuality. This also includes those who are perceived to be part of the 2SLGBTQIA+ community.

Discrimination against people based on their sexuality has a long history in Nova Scotia and throughout Canada. How 2SLGBTQIA+ communities express their love and sexuality was criminalized, leading to violent and harmful interactions with police, systematic expulsion of gay men and women from the public service, and the denial of the right to marry until 2005. The legacy of these laws are disproportionate rates of poverty and homelessness, violence, and higher rates of suicide.

XENOPHOBIA

Conscious, unconscious, intentional, unintentional, personal and/or institutional ideas, language, attitudes, practices, and policies that establish, maintain, and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from attitudes, prejudices and behaviour that reject, exclude, and often vilify persons based on the perception that they are outsiders or foreigners to the community, society, or national identity. Xenophobia has a history of being rooted in Canadian policy. Amendments and exclusionary acts to the Immigration Act pushed anti-immigration sentiments throughout the early 20th century.

In the post-war era, toward the end of the 20th century, two causes are thought to have driven the resurgence of xenophobia: new migration and globalization. The fear of

newcomers—those perceived to be outsiders or foreigners, often migrants, refugees, asylumseekers, displaced persons, and non-nationals—as competitors for jobs and public services such as social welfare, education, and health care, made them targets of hate and violence.

KEY WORK ON INCLUSION, EQUITY AND DIVERSITY SINCE 2017

Although it will be impossible to create an exhaustive list of these activities, this section will outline some key examples of the work the Town of Port Hawkesbury has done to date in the areas of inclusion, equity and diversity. (Note: “IDEA Research” is one of the outlined priorities – it is important to note that one of the goals will be to chronical as much of this important work as possible that has been done since 2017. It is great that the IDEA Committee isn’t starting from scratch – there are lots of great work and projects to celebrate and build upon. This collection of Equity Diversity and Inclusion (EDI) work can be used as a tool to celebrate all the work the Town has done to date).

ONE CAPE BRETON – ONE UNAMA’KI (2017)

The Town of Port Hawkesbury worked with the County of Victoria to engage with the Unama’ki Council in early 2017 to see if there would be interest in bringing the leadership from all 5 Unama’ki Band Councils together with all 5 Cape Breton Municipal Councils for a leadership summit to determine ways the local leadership could work together to grow and elevate Cape Breton/Unama’ki.



The Unama’ki Council (made up of all 5 Chiefs from Eskasoni, Membertou, Potlotek, Wagmatcook and We’koqma’q) agreed and Chief Rod Googoo of We’koqma’q First Nation worked with Mayor Brenda Chisholm-Beaton to plan and host the first Island-wide leadership summit which brought together all 5 First Nation Chiefs and Band Councillors and all 5 Municipal Mayors and Wardens along with Councillors for the first time in the

Island's history. This important Leadership Summit was hosted in the Town of Port Hawkesbury with the help of Engage Nova Scotia and the Cape Breton Partnership.

The leadership summit was a success, and a 2nd One Unama'ki/One Cape Breton Leadership Summit was hosted in Membertou First Nation in 2019. One significant action resulting from the Island-wide work was advocacy efforts to have "Pjila'si Unama'kik" (Welcome to Cape Breton) added to the Canso Causeway) (Photo: the *late* Mag'it Poulette celebrating with Island leaders and family. Mag'it was the 2017 One Cape Breton/One Unama'ki Elder guide, who asked that all Island leaders work together to have a welcome added to the Canso Causeway in the language of the First People – achieved in July 2021)

Bringing the Island's leaders together in an inclusive way continues to be important. The global pandemic acted as a disruptor for the One Cape Breton – One Unama'ki Leadership Summit – so we can work collaboratively together on important files like the Gateway to Cape Breton Island/Unama'ki for example.

PRIDE AND SUPPORT FOR THE LGBTQ2S COMMUNITY

The Pride Flag has been flown during the month of June in the Town of Port Hawkesbury since 2017, and by 2019, a Pride Committee led by Taylor Linloff and Mayor Brenda Chisholm-Beaton worked with community partners and Town Council and Staff to create 3 Rainbow Crosswalks (located near SAERC Highschool and the Civic Centre, at the Community Park, and at the NSCC Strait Area Campus). The following year, the Town hosted its first Pride March, which was attended by more than 200 participants. The Town of Port Hawkesbury continued more extensive Pride month planning in 2021, which included a Pride Parade, a Community Pride Gathering along with other Pride-inspired activities during the month of June. June Pride planning continues every year, and it is

The image is a screenshot of a CBC News article. At the top, the CBC logo is visible. Below it is a red navigation bar with white text for 'Top Stories', 'Local', 'Climate', 'World', 'Canada', 'Politics', and 'Indigenous'. The article is categorized under 'Nova Scotia'. The main headline reads 'LGBTQ activist with autism plans Pride parade for Port Hawkesbury'. Below the headline is a sub-headline: 'Decision to hold parade was prompted by complaint after town flew Pride flag'. The byline states 'Brent Kelloway · CBC News · Posted: Jun 25, 2020 5:34 PM ADT | Last Updated: June 25, 2020'. The article features a photograph of Taylor Linloff, a young woman with dark hair and glasses, wearing a red t-shirt and holding a rainbow Pride flag. Below the photo is a caption: 'Taylor Linloff, who identifies as LGBTQ and on the autism spectrum, is organizing the June 29 Pride parade in Port Hawkesbury, N.S. (Submitted by Taylor Linloff)'.

important for the Town to engage the LGBTQ2S community to ensure this important work continues. (Photo: Pride Parade with First Nation Two-Spirit Flag)



LEADERSHIP SCHOOL FOR WOMEN - 2020

The Town of Port Hawkesbury partnered with Government FOCUS (Female Objectives Cape Breton Unama’kik Strait) led by multiple women from 6 First Nation Communities and 10 Municipalities in Eastern Nova Scotia (including Karen Bernard and Mayor Chisholm-Beaton who served as co-chairs of Government FOCUS).

This gender-equity project had 3 main objectives: (1) to identify and celebrate female leaders in the 16 communities (past and present) to promote female leadership (banners were created for each community highlighting female leaders past/present), (2) create a website that both celebrates local female leadership and to collect important resources for women interested in leadership, and (3) plan and host a leadership school for women attended by 130 women and youth with an undetermined number of live-stream participants in August 2020.

In addition to the Nova Scotia Federation of Municipalities, STFX University, local businesses, and several First Nation and Municipal supporters, the Rural Communities Foundation of Nova Scotia, the Province of Nova Scotia, and the Federation of Canadian

Municipalities were also important funding partners. Elections after this project realized more women running and elected (almost double prior numbers in Eastern Nova Scotia) at a time when women’s participation was dropping in other areas of Canada.

Government FOCUS continued with other projects that fostered leadership for women, youth, newcomer women, and LGBTQ2S youth and adults, for which the Town of Port Hawkesbury was a project partner.



(Painting: *Female Leadership* by Loretta Gould, commissioned via the Gender-Equity Leadership project led by Government FOCUS which brought together Municipal and Mi’kmaq women, both equity-deserving populations underrepresented in local government)

BLACK LIVES MATTER RALLY - 2020

The Town of Port Hawkesbury partnered with two Port Hawkesbury Youth who wanted to collaborate on a “Black Lives Matter” rally. Two siblings, Sash Repko who is also a Special Olympian marched across the Canso Causeway with her brother Talen Repko, and following their march, the Town worked with the youth to host a Black Lives Matter rally outside the Civic Centre, joined by the Mayor and Member of Parliament Mike Kelloway along with Staff Sgt. Dave Morin. The Town observes and celebrates Black History Month each February, and much more work is needed to participate in anti-racism events, activities and celebrations.

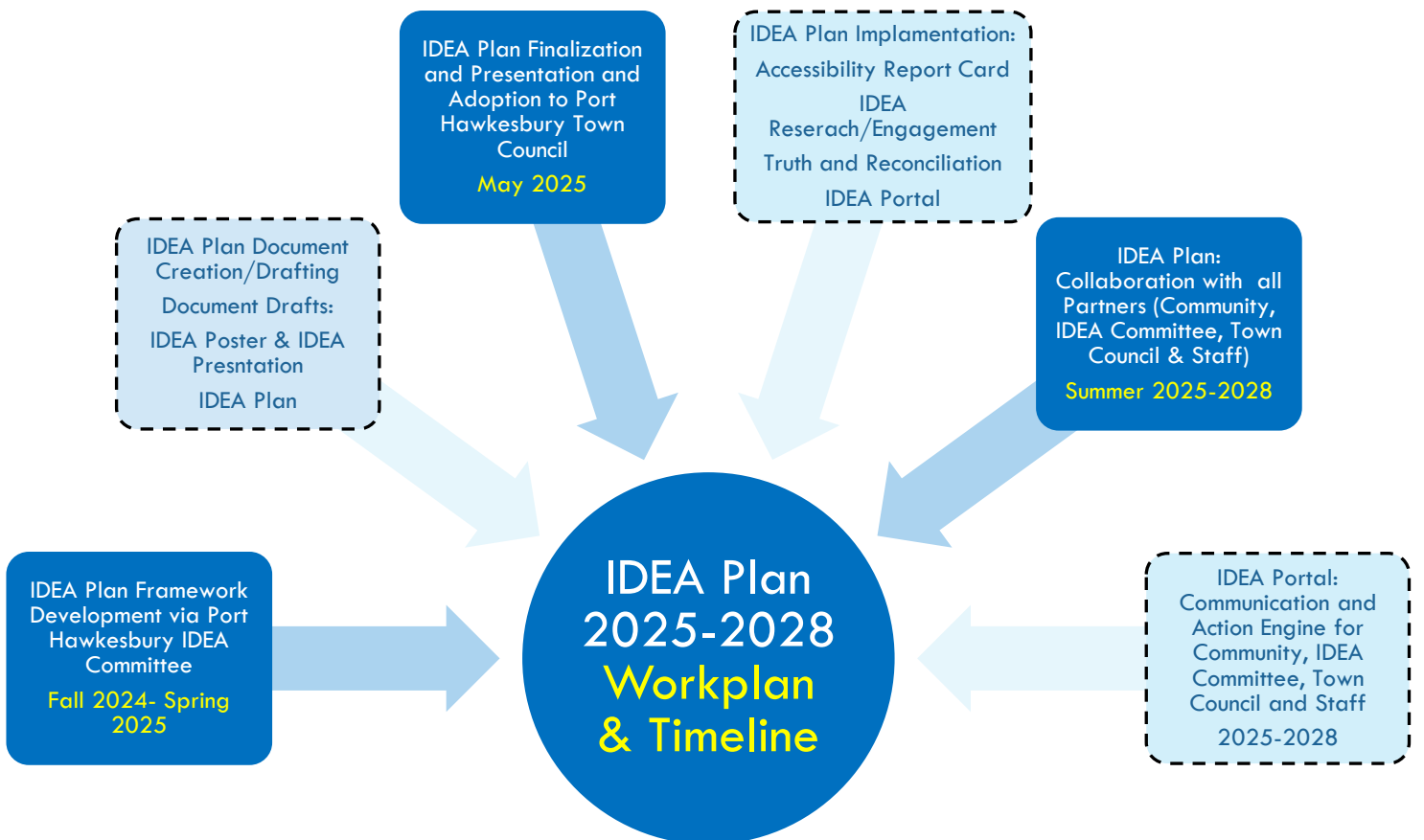
OTHER EDI ACTIVITIES IN THE TOWN OF PORT HAWKESBURY

Many other EDI activities have been led by the Town of Port Hawkesbury since 2017, from Sensory Santa components to our Holiday Celebrations, to ensuring that we are providing several free recreational opportunities each month (free skates, free swims) and plan free community events (Winter Smores Hikes, New Years Celebration for Youth and more).

We've been very active with Truth and Reconciliation from "Red Dress" and "Orange Ribbon Ceremonies" to hosting a Friendship Mawi'omi and a permanent raising of the Mi'kmaq Nation Flag. We partnered with YReach and the Cape Breton Partnership to host Newcomer events, and we continue to work with the Strait Area Filipino Society (SAFS) and assist with welcoming events when we can do so. We value our community partners such as the Regional Occupational Centre and the Evergreen Seniors Club, as well as the local Royal Canadian Legion.

OUR IDEA PLAN: PRIORITIES AND TIMELINES

This Chart outlines the Port Hawkesbury IDEA Committee's Workplan and Timeline to achieve the four key priority areas over the next three years (2025-2028). The IDEA Committee determined 4 major areas of focus, understanding that the plan itself is a compass and that the work will determine future planning, work and partnerships.



1. ACCESSIBILITY REPORT CARD

The Accessibility Report Card is an extension/update of our Port Hawkesbury Accessibility Plan from 2022-2025 regarding the short, medium and long-term accessibility recommendations that are completed, in progress, in planning, or needs to be planned/implemented in 2025-2028.

Action: Completed Accessibility Report Card will capture any accessibility work undertaken and completed, in progress, or planned that was not included in the 2022-2025 plan.

Action: Report Card Summary will be included in an IDEA poster format produced by the IDEA Committee to be shared in the community. The detailed Accessibility Report Card will be viewable on the Town of Port Hawkesbury website via the IDEA webpage.

Action: the Full Accessibility Report Card viewable on the Town of Port Hawkesbury “IDEA webpage” can be periodically reviewed and updated by the Town of Port Hawkesbury with the help of the IDEA Committee.



Communication & Community	Completed-Active/Ongoing	Completed-Needs Improvement	In Progress-Completion date?	Not Yet Started-Expected Start?
Share Accessibility Plan	***			
Report Updates to Council	***			
Inclusive Communications Plan			Completed 2026	
Develop Accessibility Webpage	***			
Develop Feedback Portal	***			
Feedback Reviewed/Shared		***		
Plan Update/Report Card	***			

Outdoor Built Environments	Completed-Active/Ongoing	Completed-Needs Improvement	In Progress-Completion date?	Not Yet Started-Expected Start?
Improve Parking at Pool Area	***			
Show Clearing Improvements:				
Parking Lots at Civic Centre	***			
Pathways at Civic Centre	***			
Improvements Veterans Park	***			
Community Park Improvements	***			
Accessible Pathways in Park			*** Spring 2025	
Accessible Pathways to Fields				
Accessible Parking at Park	***		*** Spring 2025	
Accessible Viewing Areas/Field			*** Spring 2025	
Solid Surface Pathways in Park	***			
Plan to add accessible surfaces			*** Summer 2026	
Relay Issues re: Reeves to Province	***			
Sunset Manor TreeLine Grooming (to enhance view of Ball Field)			Requires follow-up - Fall 2025	
Waterfront Accessibility				
Accessible Parking Sunset Park	***			
Accessible Pathways Sunset Park			*** Spring 2025	
Accessible Furniture/Seating			*** Spring 2025	
Accessible Boardwalk/Waterfront	***			
Accessible Connectors Boardwalk		***		
Washroom Access at Boardwalk		***		
Granville Green Accessibility				
Accessible Portable Washrooms	***		*** Spring 2025	
Concrete base/path access from green for washrooms				
Accessible Parking & signage	***			
Accessible Pathway/Viewing Area	***			

Indoor Built Environments	Completed-Active/Ongoing	Completed-Needs Improvement	In Progress-Completion date?	Not Yet Started-Expected Start?
Create Automatic Door Needs List		***		
Reinstall Benches in Civic Centre	***			
Open Washrooms @ Walking Track		***		
Promote Pool Accessibility		***		
Automatic Door at Walking Track	***			
Monitor Need for More Benches	***			
Skylights- Consider accessibility	***			To be determined
Enhanced Hearing @Box Office	***			
Enhanced Hearing @Meetings	***			
Improved Technology (Virtual)	***			
Improved Comfort Centre	***			
Capability (and accessibility)	***			

FULL REPORT CARD AVAILABLE ON OUR WEBSITE: TOWNOFPORTHAWKESBURY.CA



ACCESSIBILITY REPORT CARD

A review of our completed accessibility work from our 2022-2025 Plan, and work remaining.

2. IDEA RESEARCH AND COMMUNITY ENGAGEMENT

Our Port Hawkesbury IDEA Committee has made “IDEA Research” a key priority. It is important to be open to “continuous” learning about our Town and its diverse community members, especially those who are underserved and underrepresented. IDEA research will inform our “living” IDEA plan and IDEA work, so that we can ensure maximum inclusivity and participation through ongoing community engagement. The following

research methods are currently in various stages of planning, with the intent to action these over the extent of our IDEA plan timeline (2025-2028).

SURVEY RESEARCH

Action: IDEA Survey - our IDEA Committee has already reviewed some examples of surveys, and plan to explore more, with the intent of creating/designing a survey that focuses on better understanding the diverse population of the Town, underrepresented and underserved community members/groups, to discover what kinds of IDEA projects community members might be interested in, and other questions designed to provide the IDEA Committee with more IDEA related content about Port Hawkesbury.

COMMUNITY ENGAGEMENT

Action: Community Engagement - the IDEA Committee will plan and implement community workshops, community events and determine other ways to partner with equity deserving groups on IDEA projects and activities. These opportunities for community engagement will be determined over time as IDEA research evolves and as new and existing partnerships within the community develop.

Action: The first community session discussed by the IDEA Committee is to share the IDEA plan and to brainstorm next steps with interested community participants.

EQUITY DIVERSITY & INCLUSION REPORT

Action: Equity Diversity and Inclusion (EDI) Report - the IDEA Committee will work with Town Council and Staff to chronical EDI work completed by the Town of Port Hawkesbury prior to 2025. This report will be an important tool to celebrate EDI history and milestones. This work will be an important foundation to learn from prior EDI work, to build upon success and to improve this foundational work.



IDEA RESEARCH

Community surveys, consultations and other ways to engage to better understand Port Hawkesbury's diversity and to inform action.

3. TRUTH AND RECONCILIATION / ACTION

The Town of Port Hawkesbury has been actively engaged in Truth and Reconciliation (T&R) efforts that have led to meaningful actions and outcomes since 2017. The IDEA Committee recognizes these efforts and how important it is to chronicle, share, celebrate - as well as to continue this important work. Combining learning with action to honor and work with Mi'kmaq First Nation community members, and First Nation Unama'ki community partners is a critical focus for the IDEA Plan.

Action: Treaty Education and T&R Training – The IDEA Committee understands T&R training is currently being planned by the Town of Port Hawkesbury and have expressed interest in participating. (Learning opportunities for IDEA Committee, Council, Staff)

Action: Port Hawkesbury Land Acknowledgement – The IDEA Committee plans to engage with Mi'kmaq community members to collaborate on the creation of an official Town of Port Hawkesbury Land Acknowledgement that can be used when it is meaningful to do so.

Ultimately, learning from and making connections with First Nation Community members and Unama'ki communities will determine more future actions regarding T&R.



TRUTH AND RECONCILIATION

Combining learning with action to honor and work with First Nation community members.

4. IDEA PORTAL

The IDEA Committee has extensively discussed the importance of communications – and the need for a multimodal communications portal. *Multimodal* refers to the use of multiple communication modes or channels to convey information or interact with the others.

Action: IDEA Portal (Website arm of portal) - the IDEA Committee currently has plans to design and implement a Town of Port Hawkesbury IDEA page with easy access from the Town's main Webpage screen. This arm of the IDEA Portal can be used to share relevant resources from community and Provincial partners, to share the IDEA Plan, to share the Accessibility Report Card, to share our EDI Report, and to showcase a calendar of IDEA



Research and/or Community consultation opportunities. This arm of the IDEA Portal will also provide contact information for the purposes of: (1) connecting directly to IDEA Committee members and support Staff to share ideas, information or concerns, (2) relaying interest to join the IDEA Committee, (3) volunteering opportunities, and (4) generally to ask questions and/or share information.

Action: IDEA Portal (Social Media arm of portal) - the IDEA Committee will create a social media page dedicated to Inclusion, Diversity, Equity and Accessibility. Additionally, the Committee will work with the Town Staff on content that can be shared also via the Town's Social Networks.

Action: Content and Communications Plan - the IDEA committee will work on a Content and Communications Plan which will: (1) determine way to integrate and share research opportunities and results, (2) to create and share IDEA content – like the Accessibility Report Card and the EDI Report, (3) creative ways to engage the community through the use of weekly planned posts (photos, posters, events and more), and (4) partnership opportunities with Town Council and Staff to share content (such as Press Releases).



IDEA PORTAL

Making space to collect and share ideas about inclusion, diversity, equity and accessibility.

OUR IDEA PLAN: 2025-2028 AND BEYOND

This IDEA Plan will provide the Town of Port Hawkesbury with a framework that will act as a compass which will guide Inclusion, Diversity, Equity and Accessibility (IDEA) research, learning, engagement, planning priorities and ultimately, IDEA projects and work done in collaboration with our IDEA Committee, Town Council and Staff, community members and groups, and Provincial partners over the next three years (2025 to 2028).

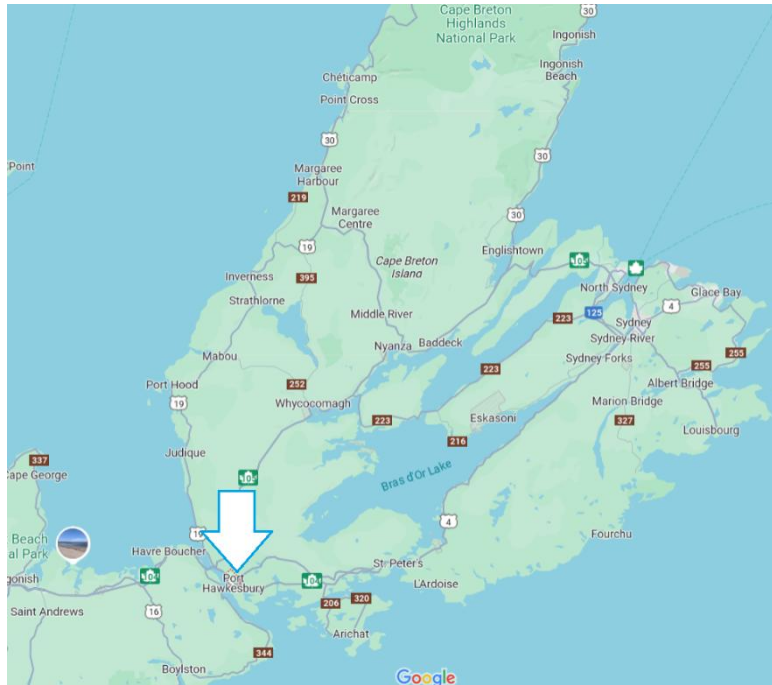
MEASURING SUCCESS, ACCOUNTABILITY AND REPORTING

Key actions are identified in each of the four priorities outlined in this plan, which will not only make action items measurable, but it will also enhance the accountability of the overall IDEA Plan and help inform future IDEA Plans.

Reporting and Accountability: it is important for the IDEA Committee’s work is both communicated to and supported by the Town Council and Staff. We recommend that monthly updates be shared to Council/Staff on the IDEA Plan at each Committee of the Whole. Accountability is important for the IDEA Committee, for Town Council and Staff and for Community and Provincial partners. Ensuring there is a regular reporting system in place to for IDEA work and updates will set us all up for success in 2028 - when we look at assessing our 2025-2028 IDEA Plan and are designing a new 2028-2032 IDEA Plan.

A TOWN FOR EVERYONE: CONCLUDING THOUGHTS FROM IDEA COMMITTEE CO-CHAIRS

Geographically, Port Hawkesbury is the only Township located on Cape Breton Island – Unama’ki. The Town shares the Island with the five Mi’kmaq Nation Communities of Eskasoni, Membertou, Potlotek, Wagmatcook, and We’koqma’q, with three rural Municipalities of Inverness, Richmond, and Victoria Counties, and with one regional municipality – Cape Breton Regional Municipality (CBRM).



Port Hawkesbury is a “Town on the Move” and is experiencing a positive trend of growth and revitalization. Statistics Canada reports the population as approximately 3,214 – however, this number fluctuates closer to 4000+ each September when students commence programming at the Nova Scotia Community College (Strait Area Campus) and the Nautical Institute. Population does not reflect the Town’s regional function, as it serves at a major service centre with a regional catchment area population of about 50,000.

According to Statistics Canada, demographics show that approximately 25% of the Town’s population is under 20 years of age, with 23% of the population between 20 and 39 years of age – giving the Town’s population an average age of 41. The language of most of the population (90.62%) speaks only English, while 9.38% speak both English and French. The employment rate is 46.9%, with 18.4% unemployed, and 57.4% participating in the labor force. Port Hawkesbury’s population consists of South Asian, Chinese, Black,

Filipino, Latin American, Arab, Southeast Asian, and West groups. Unlike the other Municipalities in Cape Breton – Unama’ki, the Town of Port Hawkesbury does not share its municipal boundaries with any of the five Mi’kmaq First Nation communities; therefore, it is imperative that the Town works diligently to build connections with First Nation partners, the closest communities to the Town being: Potlotek, We’koqma’q and the easternmost mainland Nova Scotia Mi’kmaq First Nation of Paqtnkek.

The Town has a vibrant and growing Strait Area Filipino Society (SAFS) whose members are very active and engaged in multiple ways, as business owners, culture leaders, community volunteers, and newcomer advocates and support systems. The Town also realizes many newcomers via student enrolments to NSCC and the Nautical Institute as well as critical connections with newcomers via YReach program in Port Hawkesbury.

Port Hawkesbury has been making strides to become more inclusive and welcoming in our support of gender-equity projects, Pride events, Truth and Reconciliation events, newcomer welcoming events and more. This work should not be thought of as a race with a finish line – but instead – as a journey with multiple destinations, because IDEA work will always be a moving target as our community changes and grows.

Cornerstones on our IDEA journey together that will not change are: our commitment to life-long learning, our commitment to community-focussed research and consultation, and our commitment to work with Town of Port Hawkesbury Council and Staff so decisions are driven by the best combination of grass-roots community knowledge and Provincial policies and best practice.

People are the top resource of every community. The Town of Port Hawkesbury is committed to growth – and the best way to grow is to become a more welcoming, inclusive, equitable and accessible Town – a Town that values and respects diversity and stands against racism in its many forms. Lastly, the Town of Port Hawkesbury is committed to advancing the IDEA Plan so that everyone in our community can thrive and belong – so that we can be a Town for Everyone.

In conclusion, both co-chairs welcomed Port Hawkesbury Council, Staff, Community Members and Community Partners to read this plan. We now ask readers to consider “rolling up their sleeves” and “engaging” in this important IDEA work - as a research participant, as a volunteer, as a committee member, or in any capacity the reader wishes to offer help and contribute.

Both co-chairs – Matthew Higgins and Mayor Brenda Chisholm-Beaton – would like to thank the Port Hawkesbury IDEA Committee members for their excellent work ethic and dedication. Further, we want to thank the IDEA Committee, Town Council and Staff, the community, and our community and Provincial partners for their commitment to IDEA work over the next 3 years.

Together, we can continue to build and shape Port Hawkesbury into a Town where everyone can thrive and belong. Ultimately, the next three years will be a journey to bring us closer to our goal for Port Hawkesbury to be a “Town for Everyone” where all community members and groups can thrive – using this Inclusion, Diversity, Equity and Accessibility Plan as a compass.

Matthew Higgins

Co-Chair, Port Hawkesbury IDEA Committee

Mayor Brenda Chisholm-Beaton

Co-Chair, Port Hawkesbury IDEA Committee

Signed by the Port Hawkesbury IDEA Committee Co-chairs (Date) _____

SUPPORTING DOCUMENTS

The following are IDEA materials created by the Port Hawkesbury IDEA Committee to assist in sharing about the 2025-2028 Port Hawkesbury IDEA Plan. The concept behind these materials were to be concise, colorful, and to create an invitation to learn more.

IDEA PLAN PRESENTATION TO COUNCIL

**PORT
HAWKESBURY**

**IDEA Plan
2025-2028**

Port Hawkesbury Inclusion Diversity Equity Accessibility Committee Draft Plan 2025

Co-Chairs
Matthew Higgins
Brenda Chisholm-Beaton

Staff Supports
Terry Doyle
Gordie Snook
Melissa Warner

Community
Cathy Cooke
Jade Hampson
Tiffany Coffin
Karen Stevens

**OUR
COMMITTEE**
Port Hawkesbury IDEA
Committee

Presentation Outline



- Our Committee
- IDEA - what is it?
- Key Definitions
- IDEA Plan 2025-2028
- Council Feedback
- Next Steps

IDEA - What is it?

I.D.E.A

- IDEA is an acronym for Inclusion, Diversity, Equity, and Accessibility.
- IDEA is a framework to grow our Town so everyone feels valued, respected, and has equal opportunities.
- IDEA will help us plan information, programs and environments that are welcoming, inclusive, and accessible to people of all backgrounds and abilities.

INCLUSION



Inclusion means equal access, equal opportunity and equal resources for those community members who may otherwise be excluded or marginalized within our Town.

DIVERSITY



The mindset and the practice of acknowledging, including and/or involving people from diverse backgrounds.

Visible diversity can include age, ethnicity, gender, physical abilities/qualities, and race. Invisible diversity can include sexual orientation, educational background, and work experiences.

EQUITY



“Equity” refers to fairness and justice – recognizing we must acknowledge and make adjustments to imbalances to be equitable to all.

ACCESSIBILITY



In Nova Scotia, accessibility is defined as proactively ensuring everyone, including people with disabilities, has equal access to information, activities, and environments. This involves identifying and removing barriers in design, services, and policies to enable full participation in their community.

IDEA Plan: 2025–2028

The **Port Hawkesbury IDEA Committee** have identified important components needed to comprise the best IDEA Plan for 2025–2028. These include:

1. **Accessibility Report Card**
2. **IDEA Research and Community Consultation**
3. **Truth and Reconciliation/Action**
4. **IDEA Portal**



1

Accessibility Report Card



Our Port Hawkesbury IDEA committee spent considerable time monitoring and assessing our Town’s 2022–2025 Accessibility Plan. We decided to create an “Accessibility Report Card” to use as a compass for our 2025–2028 IDEA Plan, to outline Accessibility work completed, work in progress, and work that still requires planning/initiation.

2

IDEA Research & Consultation



Our IDEA Plan for 2025–2028 needs to be treated as a “living document” – our committee wants to do research and consultation in the community so we can better understand the diverse nature of our Town, and how we can improve Port Hawkesbury using the IDEA framework. Some research options include: surveys, social media post feedback, community workshops, and other engagement.

3

Truth & Reconciliation/Action



We believe Truth and Reconciliation/Action is a key component for a strong IDEA Plan. Truly honoring the diverse nature of our community must include the First People in a meaningful and intentional way. Work with First Nation community members will be essential to explore ongoing education and collaborative T&R actions for Port Hawkesbury.

4

IDEA Portal



A nimble portal mechanism to enable multi-directional communication is critical to our IDEA plan. Our committee will begin by using the Town website and social media to discuss, promote and receive ideas and concerns about Inclusion, Diversity, Equity and Accessibility. The IDEA portal will be an important engine for our 2025–2028 IDEA Plan.

Final Thoughts

Town of Port Hawkesbury IDEA Plan for 2025–2028:

1. **Accessibility Report Card**
2. **IDEA Research and Community Consultation**
3. **Truth and Reconciliation/Action**
4. **IDEA Portal**



Our IDEA Plan can be used as a framework to understand what is working, what isn’t working, and to inform future action with the goal of being a Town for everyone, through the lens of inclusion, diversity, equity and accessibility.

IDEA POSTER

ADVANCING INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY



 **IDEA plan**

IDEA stands for Inclusion, Diversity, Equity, and Accessibility. It is a framework to create a Town where everyone feels valued, respected, and has equal opportunities. IDEA is about making environments that are welcoming, inclusive, and accessible to people of all backgrounds and abilities. Our Port Hawkesbury IDEA Committee has created this 2025-2028 Plan as a “living document” so we can continue to progress our work over the next 3 years and beyond.



OUR IDEA STRATEGY 2025-2028



ACCESSIBILITY REPORT CARD

A review of our completed accessibility work from our 2022-2025 Plan, and work remaining.



IDEA RESEARCH

Community surveys, consultations and other ways to engage to better understand Port Hawkesbury's diversity and to inform action.



TRUTH AND RECONCILIATION

Combining learning with action to honor and work with First Nation community members.



IDEA PORTAL

Making space to collect and share ideas about inclusion, diversity, equity and accessibility.

INCLUSION

Equal access, equal opportunity and equal resources for those community members who may otherwise be excluded or marginalized within our Town.

EQUITY

“Equity” refers to fairness and justice - recognizing we must acknowledge and make adjustments to imbalances to be equitable to all.

DIVERSITY

The mindset and the practice of acknowledging, including and/or involving people from diverse backgrounds.

ACCESSIBILITY

Seeking equity - recognizing we do not all start from the same place and must make adjustments to imbalances to be equitable to all.

JOIN US

ON FACEBOOK

**PORT HAWKESBURY
IDEA PORTAL**

WE NEED YOUR HELP

Our Port Hawkesbury IDEA Committee plans to use surveys, community gatherings and other engagement. We hope you will be able to help by filling out a survey, by attending community gatherings, and by sharing your story. Together we can continue to shape Port Hawkesbury into a Town for Everyone, so everyone can thrive and belong!



We are happy to welcome committee members with a passion for Inclusion, Diversity, Equity and Accessibility to join us!

To learn more, email: mwarner@townofph.ca



Accessibility Report Card



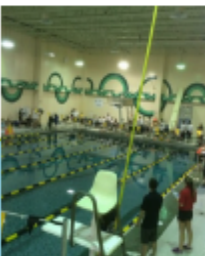
Communication & Community	Completed-Active/Ongoing	Completed-Needs Improvement	In Progress-Completion date?	Not Yet Started-Expected Start?
Share Accessibility Plan	***			
Report Updates to Council	***			
Inclusive Communications Plan			Completed 2026	
Develop Accessibility Webpage	***			
Develop Feedback Portal	***			
Feedback Reviewed/Shared		***		
Plan Update/Report Card	***			



Outdoor Built Environments	Completed-Active/Ongoing	Completed-Needs Improvement	In Progress-Completion date?	Not Yet Started-Expected Start?
Improve Parking at Pool Area	***			
Snow Clearing Improvements:				
Parking Lots at Civic Centre	***			
Pathways at Civic Centre	***			
Improvements Veterans Park	***			
Community Park Improvements				
Accessible Pathways in Park	***			
Accessible Pathways to Fields			*** Spring 2025	
Accessible Parking at Park	***			
Accessible Parking at Fields			*** Spring 2025	
Accessible Viewing Areas/Field			*** Spring 2025	
Solid Surface Pathways in Park	***			
Plan to add accessible surfaces			***Summer 2026	
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Sunset Manor Treeline Grooming (To enhance view of Bell Field)			Requires follow-up – Fall 2025	
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Accessible Parking Sunset Park	***			
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Accessible Connectors Boardwalk		***		
Washroom Access at Boardwalk		***		
Granville Green Accessibility				
Accessible Portable Washrooms	***			
Concrete base/path access from green for washrooms			*** Spring 2025	
Accessible Parking & signage	***			
Accessible Pathway/Viewing Area	***			



Indoor Built Environments	Completed-Active/Ongoing	Completed-Needs Improvement	In Progress-Completion date?	Not Yet Started-Expected Start?
Create Automatic Door Needs List		***		
Reinstall Benches in Civic Centre	***			
Open Washrooms @Walking Track	***			
Promote Pool Accessibility		***		
Automatic Door at Walking Track	***			
Monitor Need for More Benches	***			
Skyboxes- Consider accessibility				To be determined
Enhanced Hearing @Box Office	***			
Enhanced Hearing @Meetings	***			
Improved Technology (Virtual)	***			
Improved Comfort Centre Capability (and accessibility)	***			



FULL REPORT CARD AVAILABLE ON OUR WEBSITE:
TOWNOFPORTHAWKESBURY.CA