

THE POWELL RIVER ASSOCIATION FOR COMMUNITY LIVING

2007-2017 ACCESSIBILITY PLAN updated August 2010

Priority Designation

- A. In the current/next fiscal year
- B. 3-5 year Plan
- C. 5-10 Year Plan
- D. When replaced accessibility will be a priority

1. ARCHITECTURAL ACCESS

A. PRACL

No.	Barrier	Solution	Priority	Cost Estimate	Funding Source	Due Date	Responsible Person	Update	Date Completed
a	Augmentative Signage – Marine Ave. Office/CLP/Jean Pike Centre Pictures or pic symbols to support understanding for individuals who don't read.	Research and develop ideas for pictorial signage or pic symbols for facility. Get permanent signs made and installed.	A	\$500	Capital Reserves	Aug. 31, 2010	Val Almas	Val is working on while filling in as the Lifeskills Coordinator	Not done
b.	Improved accessible parking at Marine Ave. office	2 spaces instead of one to improve the accessibility to our office and other business in the complex.	B.	\$200	PRACL wish fund	Mar. 31, 2009	Dave Harmer to take to strata council meeting	Waiting to hear back from Dave	Waiting to hear back from Dave
c.	Chilco, Joyce and Selkirk Residences are not accessible. McGuffie and Saanich are only partially accessible. Nootka, Redonda and Golden are fully	Replace inaccessible group homes with accessible homes or apartments and sell the inaccessible homes in the following order:	B		Community Living BC/BC Housing	Ongoing	Executive Director/ Financial Manager	Adams Residence now has an accessible basement suite making it suitable as a residential resource for a live in caregiver model. PRACL completed a long term facility plan. The plan recommends	Not Done

	accessible.	<ol style="list-style-type: none"> 1. Chilco 2. Selkirk 3. Joyce 4. McGuffie 					/program Manager s/Financ e Committ ee/Board of Directors /member ship	<p>replacing homes that are not accessible. The recommendations are on hold until we are clearer about future directions with regards to funding and philosophy of housing models that will be funded in the future. As more individuals move into shared living models we may not need the number of group homes initially planned for when developing the Long Term facilities plan. Discussions with CLBC with regards to this have not helped with moving this forward. They do not appear to have an interest in this at this time. CLBC is currently reviewing our services. The results of this review may help to clarify our next steps. The current real estate market is also a factor. The market has taken a significant downturn over the past year while the cost of building new is more stable. We have learned that renovating existing homes to make them accessible is very costly and it is generally more cost effective to build new. The sale of existing homes in a low market would not support this process as the cost of a new accessible home is significantly higher than what we can expect to get from the sale of our existing non-accessible homes. We will continue to monitor and decide when the best time to move forward will be.</p>	
	At the end of the front sidewalk at Golden residence need the curb cut.	Talk to the city	A	\$500	Reserves	asap	Dave Harmer		

B. COMMUNITY

No.	Barrier	Solution	Priority	Cost	Funding Source	Due Date	Responsible Person	Update	Date Completed
a.	Willingdon Beach Trail needs to be upgraded to make accessible for everyone. It needs to be graded for people using wheelchairs, walkers or have other mobility issues.	Continue to look for funding sources.	A.	nil	n/a		Lilla/Michelle	April 09 – Lilla Tipton, David Morris and Bill Reid attended Committee of the Whole for the City of Powell River. Lilla attended the City Council meeting. City Council accepted the recommendation that the application be put in under the name of the City. May 8/09 application submitted to HRDC – Accessibility Grant. Application was not successful. Michelle contacted Model Community to discuss application for funding for new funding possibility.	Unknown
b.	City properties requiring upgrade for increased accessibility. <ul style="list-style-type: none"> • Sea Walk 	Lobby Municipal government to do this upgrade – wrote but no response on part of the city. .	A.	nil	n/a		Lilla	The City has removed a boat shed and created level access to the walk along Marine Ave. They have surfaced walk with compacted lime pulp that appears to be minimally adequate for wheeled access. Ideal would be for the walk to be paved but it has greatly improved.	Ongoing

2. ENVIRONMENTAL ACCESS

A. PRACLD_o

No.	Barrier	Solution	Pri ori ty	Cost	Funding Source	Due Date	Respons ible Person		Done
a.	Community Living Place – improve acoustics in the Free Spirit space and the main hall	Hired a company from Victoria that specialized in acoustics to make recommendations for the requested improvements to the acoustics. Two solutions were presented: 1) acoustic tiles in the ceiling and 2) Heavy drapes on the windows.	B		Reserves	Sept. 2009	Maureen McLennan/Dave harmer	It was decided to try the acoustic tile first as it would be the least expensive to install and maintain. Acoustic tile installed in the ceiling. It appears to be very successful. We now have a request to do the same for Free Spirit side of the building. This will be considered later this year.	

3. ATTITUDINAL ACCESS

A. PRACL

No.	Barrier	Solution	Pri ori ty	Cost	Funding Source	Due Date	Respons ible Person	Update	Date Completed
a.	Staff input on accessibility of the organization for themselves	Continue to ask in staff survey. Consider input from staff survey.	A.	-	-	On-going	HOPE committee	There is a question on the annual staff survey on an annual basis. Any input is analyzed at the HOPE committee and recommendations are made to the management team for implementation. PRACL sponsored a Research Project about innovation and all staff were invited to participate. Results have been considered by management and the Board of Directors and many of the recommendations are being implemented this year.	Ongoing
b.	Ask consumers & staff how they are treated by the agency. i)	For adult services ask at Council meetings. Bring it to the Interservices Meeting agenda for discussion. In	A.	-	-	ongoing	All Supervisors/Coor	We continue to get input through the Everyone Welcome newsletter, Program Council Meetings and staff survey.	Ongoing

No.	Barrier	Solution	Pri ori ty	Cost	Funding Source	Due Date	Respon- sible Person	Update	Date Completed
		<p>4. Continuing access to an on-line course entitled Weaving the Ties that Bind and a support group for individuals interested in developing networks called Food for Thought is ongoing. Families, self advocates and staff are invited to take the course. We purchased Tyze software to support the continued development of personal networks as an agency priority.</p> <hr/> <p>5. We continue to find ways and encourage the people we serve to give back to the community through volunteer work. Individuals are supported to participate with the black kettle program through the Salvation Army and some clients volunteer on an individual basis with local charities.</p> <hr/> <p>6. 3 staff have been trained and mentored to off the History and philosophy workshop on the Community Living movement for new staff, Board of Directors, volunteers and community.</p> <hr/> <p>7. Staff requests for accommodations due to disability have increased over the past year. See employee records.</p>						<p>networks.</p> <p>4. PRACL has embarked on an Employment First agenda as part of a provincial initiative.</p> <p>5. The History and Philosophy course is ongoing and very well received by new employees. It helps them to understand where we have come from and where we are going.</p> <p>6. Employee accomodation records are on Sharevision.</p> <hr/>	

No.	Barrier	Solution	Pri ori ty	Cost	Funding Source	Due Date	Respon- sible Person	Update	Date Completed
b.	Community members who see the disability before they see the ability	<p>1. Education-look for opportunities to share success stories with employers and potential employers</p> <p>2. PRACL to set the example whenever possible.</p> <p>3. See the Strategic Plan. Support clients to be more present at public forums.</p> <p>4. Ongoing support of the Orca Bus & Mother Goose story time for kids.</p> <p>5. Increased agency focus on community inclusion and employment</p>	A	-	-	Review Annually	All Staff	<p>Self Advocates attend BCACL</p> <p>Community Mother Goose program and signing for babies</p> <p>Ages and stages</p> <p>PRACL staff attend about 30 community committees and speak on behalf of people with disabilities. . See notes of Mangers meeting April 29, 2009</p> <p>During community living month we will be hosting an event that includes a film called "The R Word" and launches a new book called Invisible No More. This book includes local photos as Powell River is known as an inclusive community.</p>	Ongoing

4. FINANCIAL ACCESS

A. PRACL

No.	Barrier	Solution	Priority	Cost	Funding Source	Due Date	Responsible Person	Update	Date Completed
a.	Clients lack recreational/vacation money which prevents their access to community events and recreational activities, inclusion and opportunities to make friends, experience new things, expand horizons and improve flexibility.	<ol style="list-style-type: none"> 1. Lobby for increased disability benefits – comforts allowance through BCACL we lobby on a provincial basis. 2. Lobby for reduced costs to attend events and use recreational facilities for individuals receiving disability benefits. 3. Use wish fund to purchase blocks of tickets for clients when events that interest them become available. 4. Increase work and earning opportunities for individuals with developmental disabilities through Employment Support Services. STEPS to employment for Youth – 3 year PILOT funded through CLBC & MHSD and ending July 2011. 5. Support individuals to reduce unhealthy and expensive habits 	A.	-	<p>Donations and fundraising.</p> <p>Clients are self funding through increased work opportunities</p> <p>-</p>	Ongoing	<p>Executive Director.</p> <p>Board of Directors</p> <p>All Staff</p>	<ol style="list-style-type: none"> 1. Swim passes for staff to support individuals are made available from City- Parks & Rec. 2. With fundraised dollars we purchase tickets for a variety of concerts and other events. Hockey tickets are often donated to PRACL and distributed to clients. 3. Lifeskills programs supports and mentors their clients to reduce unhealthy and expensive habits. 6. PRACL is shifting its way of supporting individuals from hosting dances and picnics to ensuring individuals wishing to be supported to attend community events. We continue to offer some agency supported activities in community such as camping and attending the BC Association for Community Living conferences and other self advocates meetings. These are important events that empower individuals through education and learning. 7. Employment support staff attended new specialized training opportunities 	Ongoing

No.	Barrier	Solution	Pri ori ty	Cost	Funding Source	Due Date	Respon- sible Person	Update	Date Completed
								to increase their understanding of best practices in supporting individuals and the community to ensure full inclusion in employment and related activities. This supports the Employment First initiative. Day Program staff have also been given training to help support this initiative.	
b.	Insufficient funding for services to clients – i.e. maintenance of assets, 1:1 attendants for community involvement,	<p>PRACL Executive Director active in BCACL and the CEO Network. The BCACL advocates for adult and children’s services. Child and Youth Federation lobbies provincially for children. The CEO Network has worked on negotiating an improved business relationship with CLBC.</p> <p>Families in adult and children’s services are encouraged to do their own advocacy with support if needed as it is the most effective. Government funders see PRACL as being in a conflict of interest when lobbying for funding.</p> <p>However, we do lobby for when we believe the a quality of service for an individuals is inadequate.</p> <p>PRACL continues to work to create efficiencies that ensure best use of our resources so that everyone needing services is able to get their needs met.</p>	B.				Management Team	Funding through CLBC has become tighter in the last few months. PRACL has closed a group home and reduced staffing levels in group homes and in day programs. We have made these changes very judiciously in an effort to have minimal impact on the people we support. In our review we have looked at where individuals needs have changed and have reduced the staff support judiciously. We continue to look at ways to reduce costs by reducing service duplication. We are looking at redesigning our day programs in an effort to maximize our resources and increase value for the dollars spent We are also working with employees to find ways to reduce dependency and empower individuals where possible.	Ongoing

No.	Barrier	Solution	Priority	Cost	Funding Source	Due Date	Responsible Person	Update	Date Completed
		<p>PRACL offers more group services to adults and children in order to ensure that everyone is getting services.</p> <p>Promote opportunities through Everyone Welcome newsletter for families to join advocacy and lobbying opportunities promoted by BCACL.</p>							

5. EMPLOYMENT

A. PRACL

No.	Barrier	Solution	Priority	Cost	Funding Source	Due Date	Responsible Person	Update	Date Completed
	Insufficient support for individuals to work in community.	Use natural supports in the work place to support individuals.	A				STEPS program staff	STEPS to Employment is working at building personal networks to help support individuals to be fully employed and to develop employment skills.	<u>Ongoing</u>

B. COMMUNITY

No.	Barrier	Solution	Priority	Cost	Funding Source	Due Date	Responsible Person	Update	Date Completed
	Economic situation makes this a difficult time as unemployment is increasing	To work with business to employ individuals on a very part time basis for a few hours per week. This could support the business goals and the individual goals. When times get better they will be in line for more work.	A				ES program staff		ongoing

Lack of understanding of the gifts of people with developmental disabilities and how they can contribute.	Employment in visible community jobs, has really made a difference in how the community views people.							Employment Support continues this work	
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6. COMMUNICATION

A. PRACL

No.	Barrier	Solution	Priority	Cost	Funding Source	Due Date	Responsible Person	Update	Date Completed
a.	Information is not always available in easily understood language.	<ol style="list-style-type: none"> 1. Pay attention to the brochures to see if we still need them or if we should be relying on the website more heavily. 2. Job Book – for clients. 3. Pass on computers to clients. 4. Staff continue to teach and learn sign language with the people they serve 5. Program Managers are increasingly mentoring staff to use PIC symbols where they are useful in communicating with clients 6. CAYA is available to a number of our clients. They are supplying equipment to support communication and training for staff and a number of individuals we support. 	A.				Executive Director/management team	<ol style="list-style-type: none"> 1. Developed a new orientation video for clients, families and staff. 2. The orientation handbook for clients is being redone. 3. Website – Redid website to make more user friendly and put in the tool to enlarge the print and used pic symbols to make it easier to navigate. 	Video Done Website Done Other tasks are ongoing
a..	Some individuals have difficulty accessing staff by telephone due	1. Continue to teach the people we serve to use voice mail and answering	A.	None	n/a		Program Managers	Handbook now addresses this issue. It wasn't possible in the Video	

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	to the Voice Mail system and answering machines	<p>machines.</p> <p>The PRACL Handbook and Orientation Video will address this. Distribute handbook and orientate new clients to it.</p> <ol style="list-style-type: none"> 1. Ask people if they are able to access through our phone system and our website. 2. Make office more physically friendly to client visitors. Ask staff to develop some suggestions for this. 				March 31, 2011	delegate to staff.	ES office has made their office more consumer friendly.	
b.	Ongoing to use pictures in newsletters and other communication	<ol style="list-style-type: none"> 1. Made DVD for orientation. 2. Continue to use pictures for newsletters and presentations. 3. Made Client Rights presentation with Powerpoint 	A.	-	-	ongoing	Executive Director through Executive Secretaries	<p>Everyone Welcome newsletter has been using more pictures. Could use pic symbols as well.</p> <p>Have been using more Powerpoint presentations to give visual images for better communication at meetings</p>	

B. COMMUNITY

No.	Barrier	Solution	Priority	Cost	Funding Source	Due Date	Responsible Person	Update	Date Completed

7. TRANSPORTATION ACCESS

A. PRACL & COMMUNITY

No.	Barrier	Solution	Priority	Cost	Funding Source	Due Date	Responsible Person	Update	Date Completed
a.	Bus service needed for every evening in order to give people access to take part in community and so full citizenship.	PRACL to provide transportation to all events/services held during the evening and weekend hosted by PRACL Ensure services are as centrally located as possible. Ongoing Lobby City and BC Transit to improve access to public transportation evenings and weekend	A.	-	Do within existing service budgets by adjusting staff schedules to accommodate.	ongoing	Executive Director & all Program Managers Self Advocates coordinator	Transportation is provided by the PRACL for many public and PRACL related events. PRACL to continue to advocate for increased public transit service in order to be able to transfer responsibility for transportation to individuals and support their independence as well as be increasingly environmentally responsible by reducing the use of private vehicles.	Ongoing

SOURCE

1. Accessibility Committee – Lilla Tipton, Winnie Kucharsky and Judy Hickling
2. Staff Bulletin- ask for input
3. Everyone Welcome – ask for input

PLAN FOR INPUT TO UPDATE PLAN

1. Annual up date to plan from accessibility questions in ongoing stakeholder surveys done for all consumers and staff
2. Review projects completed.