



**reimagine**  
**NANAIMO**

**ACAI**  
**2022-MAR-23**

**DRAFT**  
**CITY PLAN**

1



## TOPICS

- |   |                           |
|---|---------------------------|
| 1 | Definitions               |
| 2 | Draft City Plan Structure |
| 3 | Integration               |
| 4 | Policies                  |
| 5 | Next Steps                |

## Feedback Instructions



### DURING COMMENT BREAKS

- Record your comments while we present and share with the group during the group discussions at the end of each policy section
- Respond to the feedback/discussion breaks

3



Definitions

# Diversity and Equity



## Examples of definition from elsewhere

**Diversity:** Differences in racial and ethnic, socioeconomic, geographic and academic/professional backgrounds; people with different opinions, backgrounds (degrees and social experience), religious beliefs, political beliefs, sexual orientations, heritage, mental or physical ability, learning style, gender identity, and life experience. (Racial Equity Tools)

**Equity:** means treating everyone fairly by acknowledging their unique situation and addressing systemic barriers. The aim of equity is to ensure that everyone has access to equal benefits and outcomes. (City of Victoria)

# Inclusivity and Equity



## Examples of definition from elsewhere

**Inclusion:** Authentically bringing traditionally excluded individuals and/or groups into the processes, activities and decisions/policymaking in a way that shares power, recognizes and celebrates differences, ensures people feel welcome, and makes sure everyone has equitable access to opportunities. (Racial Equity Tools)

**Inclusion:** is the process of improving the terms of participation in society for people who are disadvantaged on the basis of age, sex, gender identity or expression, disability, race, ethnicity, origin, religion, or economic or other status, through enhanced opportunities, access to resources, voice and respect for rights. (City of Victoria)

# Universal Design



## Examples of definition from elsewhere:

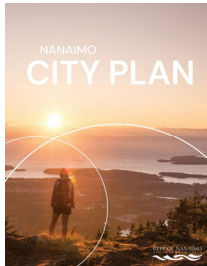
**Universal design:** (sometimes also called inclusive design or barrier-free design) is the design and structure of an environment so that it can be understood, accessed, and used to the greatest extent possible by all people regardless of their age or ability. ([Centre for Excellence in Universal Design](#))



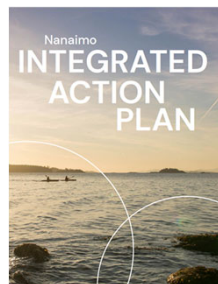
## TOPICS

- |   |                                  |
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| 2 | <b>Draft City Plan Structure</b> |
| 3 | Integration                      |
| 4 | Policies                         |
| 5 | Next Steps                       |

# Draft Structure



- Policies
- Bylaw
- Amendment process



- Projects and Programs
- Immediate, Future, and Ongoing
- Updatable

# Draft Structure



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## TOPICS

- 1 Definitions
- 2 Draft City Plan Structure
- 3 **Integration**
- 4 Policies
- 5 Next Steps

## Integration



### C4.4 ACCESS FOR ALL

The ability to freely and fully access and experience our community affects individual wellbeing. The City is committed to improving accessibility for all by identifying, removing, and preventing barriers that limit access to services, amenities, and public life. Access is vital for all residents to have an equitable and enjoyable experience of what Nanaimo has to offer.

#### Desired Outcomes

There are many ways for people of all ages and abilities to move freely throughout the City and without barriers.

#### Policies

##### ADMINISTRATIVE

- C4.41 Continue to provide accessible meeting space for in-person Council and Committee meetings as well as access to online live streamed and recorded options with closed captioning.
- C4.42 Ensure that online communications are adapted to reduce barriers to a range of audio-visual accessibility needs.

#### COMMUNITY ACCESSIBILITY INPUT\*

In 2020, meetings with accessibility stakeholders revealed areas for improvement:

- ▶ Downtown area
- ▶ Playgrounds and parks
- ▶ Availability of transit (handyDART and scheduled transit)
- ▶ Street crossings and sidewalks
- ▶ More places to live where daily needs are within easy access for a person with physical disabilities

\*Refer to the REIMAGINE NANAIMO Phase 1 & Phase 2 Public Engagement Summaries for more community input

#### C4.4 Access for All



#### Integrated Policy Areas (view the below sections to see related policies)

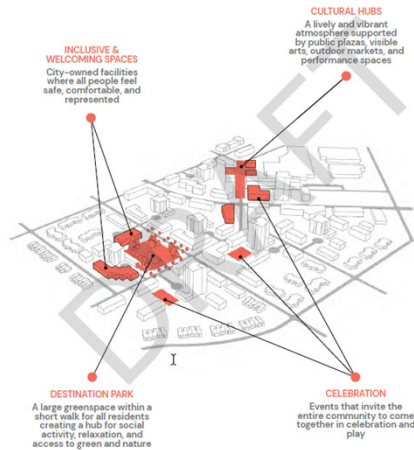




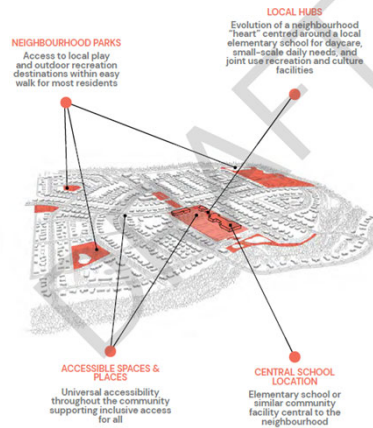
# Integration—Various Scales



## URBAN CENTRE SCALE



## NEIGHBOURHOOD SCALE



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# Integration—Empowered



## ABOUT AN EMPOWERED NANAIMO

An Empowered Nanaimo feels welcoming and safe to all those who choose this city as home. Together, we are actively making progress towards reconciliation. We are relearning the past, acknowledging the truth of past wrongs, and committing to working together respectfully and collaboratively towards a common future. An Empowered Nanaimo honours and celebrates the long and rich history and living culture of the First Peoples whose Traditional Territories our City is situated.

Our differences are what makes our community interesting, innovative, and vital. An Empowered Nanaimo is about being an inclusive and accessible community. One that provides equitable opportunities for all to enjoy and participate in community activities and spaces, including our parks, waterfronts, recreation, cultural and heritage facilities, and programs. Inclusion involves hearing each voice in civic life – through effective engagement and public process – where everyone has an opportunity to contribute and see themselves as part of our city's story and future. By embracing diversity, we can find what unifies our community spirit.

## WHY IS AN EMPOWERED NANAIMO IMPORTANT FOR OUR FUTURE?

Everyone deserves a chance to live their best life and feel like they belong. Nanaimo aspires to be the kind of community that provides these opportunities for all. When citizens feel safe, can meet their basic needs, and have found their place and voice in the community, they can learn, grow, share, and celebrate together. Empowered people, in turn, are reflected in our community pride, character, and identity.



- C4.1 Truth & Reconciliation
- C4.2 Equity & Inclusivity
- C4.3 Political Voice & Engagement
- C4.4 Access for All
- C4.5 Culture
- C4.6 Archaeological & Heritage
- C4.7 Public Art Projects & Programs
- C4.8 Community Events, Tournaments, & Gatherings
- C4.9 Parkland & Park Amenity Management
- C4.10 Waterfront Use & Protection

View related background and maps on parks and culture in Section D.06 Parks, Recreation, Culture, & Wellness.



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## TOPICS

- 1 Definitions
- 2 Draft City Plan Structure
- 3 Integration
- 4 Policies**
- 5 Next Steps

# Policies—Equity and Inclusivity



## C4.2 EQUITY & INCLUSIVITY

Equity recognizes that each person has different circumstances and allocates resources and opportunities to support more positive outcomes for all regardless of age, ability, gender, sexual orientation, faith practice, ancestry, or background. By identifying inequities and targeting investment in prevention and intervention, the wellbeing and inclusion of the diversity of peoples that make up our entire community can be enhanced, creating a community that puts people first and supports a sense of belonging.

### Desired Outcomes

**An inclusive Nanaimo** that provides opportunities for active involvement and prosperity for all; welcomes contributions of all members; facilitates participation and social interaction across cultures, orientations, ages, and abilities; and recognizes and fosters respect for diversity.

**Environments and spaces across all areas of the city that are diverse and vibrant** for the enjoyment of all residents.

**Celebration of diverse cultures** and a community that is welcoming, inclusive, and accepting of all cultures.

**Equitable access to services, programs, and facilities** for all residents.

**Continued City leadership** by receiving training, sharing resources and knowledge, and applying an equity, diversity, and inclusion lens in City initiatives and decision-making.



# Policies—Equity and Inclusivity



## Policies

- C4.21 Create a welcoming, inclusive atmosphere in City-owned facilities where all people feel safe, comfortable, and represented.
- C4.22 Incorporate an equity lens into land-use planning decisions and resource allocation across Nanaimo.
- C4.23 Encourage a fair distribution of community services, social services, facilities, and mobility options across the city, to support the diverse needs of Nanaimo residents.
- C4.24 Strive to reduce financial barriers to community spaces, programs, and services for community members with smaller incomes.
- C4.25 Encourage development of accessible and inclusive public spaces and buildings through universal design principles, and the provision of accessible and inclusive amenities and infrastructure for all ages, abilities, and genders.
- C4.26 Create and adapt recreational programming and facilities to support respectful and inclusive services for all people.
- C4.27 Design all new washroom facilities, and retrofit existing facilities where possible, to include universal and gender-neutral spaces.
- C4.28 Encourage diversity awareness to actively build a culture of compassion and inclusion for people of all cultures, orientations, ages, and abilities.
- C4.29 Support and welcome newcomers to settle in Nanaimo and encourage their awareness, understanding, and respect for First Nations governments and mustimuxw (peoples) and other Indigenous peoples.
- C4.210 Encourage programs that create employment opportunities and link diverse and under-represented groups to those opportunities.

## FEEDBACK/DISCUSSION



I LIKE THIS  
DIRECTION



I HAVE SOME  
QUESTIONS



I HAVE  
CONCERNS



# Policies—Political Voice and Engagement



## C4.3 POLITICAL VOICE & ENGAGEMENT

An informed and aware community who can participate in political processes; share opinions, ideas, and feedback; and exercise rights and responsibilities effectively is indispensable for strengthening the quality of community.

### Desired Outcomes

**An Informed and aware community** who can meaningfully participate in city processes and shape city decisions.

**Opportunities for all people to express their voice** on community matters important to them.

**City leadership in active listening** to the diverse voices in the community.

**Space for representation that reflects the diverse population of Nanaimo** so that decision-making, planning, policy development, and creation of procedures considers a broad range of perspectives that are representative of community diversity.

**Respectful and kind conversations** that allow for differing opinions while demonstrating respect for others.

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# Policies-Political Voice and Engagement



## Policies

- C4.3.1 Ensure that all people have opportunities to be engaged in City matters and processes by offering a range of accessible engagement tools and methods to encourage participation.
- C4.3.2 Use engagement tools and methods that encourage representative and diverse feedback from Neighbourhoods, Urban Centres and/or city-wide demographics as appropriate.
- C4.3.3 Use statistically-valid engagement methods, where representative community opinions are very important.

- C4.3.4 Incorporate the voices of children, youth, and their families into the development of City initiatives, programs, planning, and policies that serve and affect them.
- C4.3.5 Continue to work collaboratively with schools, higher education institutions, and others to support and leverage engagement of children, youth, and their families.
- C4.3.6 Ensure vulnerable, marginalized, and under-represented groups including children and youth; elders; those with physical, sensory, or cognitive disabilities; and their supporters have opportunities to provide input into City services, programs, and policy development.

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# FEEDBACK/DISCUSSION



I LIKE THIS  
DIRECTION



I HAVE SOME  
QUESTIONS



I HAVE  
CONCERNS



## Policies—Access for All



### C4.4 ACCESS FOR ALL

The ability to freely and fully access and experience our community affects individual wellbeing. The City is committed to improving accessibility for all by identifying, removing, and preventing barriers that limit access to services, amenities, and public life. Access is vital for all residents to have an equitable and enjoyable experience of what Nanaimo has to offer.

#### Desired Outcomes

There are many ways for people of all ages and abilities to move freely throughout the City and without barriers.



#### COMMUNITY ACCESSIBILITY INPUT\*

In 2020, meetings with accessibility stakeholders revealed areas for improvement:

- ▶ Downtown area
- ▶ Playgrounds and parks
- ▶ Availability of transit (handyDART and scheduled transit)
- ▶ Street crossings and sidewalks
- ▶ More places to live where daily needs are within easy access for a person with physical disabilities

\*Refer to the REIMAGINE NANAIMO Phase 1 & Phase 2 Public Engagement Summaries for more community input

People of all ages, abilities, and income levels have easy access to services and spaces without barriers.



# Policies—Access for All



## Policies

### ADMINISTRATIVE

- C4.4.1 Continue to provide accessible meeting space for in-person Council and Committee meetings as well as access to online live streamed and recorded options with closed captioning.
- C4.4.2 Ensure that online communications are adapted to reduce barriers to a range of audio-visual accessibility needs.

- C4.4.3 As requested, offer access to City services online, via phone, or in person, to support a person's specific accessibility needs using a range of existing and emerging technologies, including use of video relay services to support those with hearing or speech disabilities.
- C4.4.4 Where applicable, include an 'accessibility lens' to Council reports and consultant reports delivered to Staff and Council.

- C4.4.5 Continue to address and remove barriers to employment for new and existing employees of all ages and abilities consistent with Canada's *Human Rights Code*.
- C4.4.6 Where possible, ensure that all or most owned or leased City facilities meet accessibility requirements in the latest version of the *BC Building Code*.
- C4.4.7 Ensure that new City facilities and buildings (including major renovations) meet universal accessibility standards.
- C4.4.8 Include universal design principles in City plans, policies, designs, standards, programs, and services that consider the needs of all people including those with physical, sensory, and cognitive disabilities.

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# Policies—Access for All



### PARKS AND RECREATION FACILITIES

SEE SECTIONS C3.6 RECREATION, CULTURE & WELLNESS AND C4.9 PARKS AND PARK AMENITY MANAGEMENT FOR RELATED POLICIES

- C4.4.9 Provide opportunities for all people to pursue healthy, active, and social lifestyles through a range of inclusive, accessible, and affordable events, festivals, parks, and recreational / cultural facilities and programs.
- C4.4.10 Ensure that public spaces are available and accessible to all members of the community where possible.
- C4.4.11 Continue to increase the provision of accessible play equipment and park amenities.
- C4.4.12 Where possible, provide safe, clean, and accessible washroom facilities (including change tables for children and adults) throughout the City to enhance public space experiences for all.
- C4.4.13 Where possible, provide universal access to parks, open spaces, and outdoor recreation opportunities. Where universal access is not possible in natural areas, prioritize meaningful opportunities for people of all abilities to participate in areas where universal accessibility is feasible.

### RECREATION PROGRAMS

SEE SECTION C3.6 RECREATION, CULTURE & WELLNESS FOR RELATED POLICIES

- C4.4.14 Strive to make all City Parks, Recreation, and Culture programs as inclusive and accessible as possible for all ages and abilities.
- C4.4.15 Continue to provide a variety of inclusive and barrier-free activities that support different age groups including seniors and youth.
- C4.4.16 Continue to offer adaptive sport options, working with partners and organizations, wherever possible.
- C4.4.17 Continue to partner with social clubs to provide meeting space for people with disabilities.
- C4.4.18 Continue to use Physical Literacy as a method of programming for youth to teach and adapt skills needed to learn purposeful physical pursuits.
- C4.4.19 Continue to incorporate accessibility and inclusiveness into recreational programs through adaptability and instruction.

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# Policies—Access for All



## LAND USE AND DEVELOPMENT

- C4.4.20 Encourage private home-owners, landlords, developers, and non-profit housing providers to build new or update existing buildings and spaces to meet adaptable and accessibility standards.
- C4.4.21 Encourage and consider incentives for private developers and non-profit housing organizations to develop and maintain a percentage of adaptable and accessible housing rental units in new or existing market and affordable developments.
- C4.4.22 Encourage seniors to 'age in place' through alternative housing options, including making existing housing accessible, installing in-law or secondary suites, sharing housing with students, co-housing, etc.

## MOBILITY AND TRANSPORTATION

- C4.4.23 Continue to support RDN and BC Transit efforts to maintain and improve accessibility to public transit through bus design.
- C4.4.24 Ensure that design of new or upgraded public transit infrastructure (transit shelters, exchanges, etc.) consider accessibility for all users.
- C4.4.25 Work to reduce transportation barriers to City-owned facilities and City-run programs.
- C4.4.26 Where possible, exceed minimum requirements for universal accessibility for parking access and design standards.
- C4.4.27 Work with community partners to develop universally accessible trails where appropriate and provide information about trail conditions and barriers at the trailheads and online.

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# FEEDBACK/DISCUSSION



I LIKE THIS  
DIRECTION



I HAVE SOME  
QUESTIONS



I HAVE  
CONCERNS



# Accessible and Adaptable Housing



## From Affordable Housing Strategy (2018)

### Accessible Housing:

Dwelling units that include features, amenities, or products to better meet the needs of people with disabilities.

### Adaptable Housing:

An approach to residential design and construction in which homes can be modified at minimal cost to meet occupants' changing needs over time.



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## NEXT STEPS



## PHASE 3 ENGAGEMENT



We are here

START-UP &  
ENGAGEMENT  
PLANNING



**PHASE 1**  
GATHERING IDEAS  
SUMMER - WINTER 2020



**PHASE 2**  
EXPLORING OPTIONS  
WINTER - SUMMER 2021



**PHASE 3**  
DEVELOPING PLANS  
Winter-Summer 2022

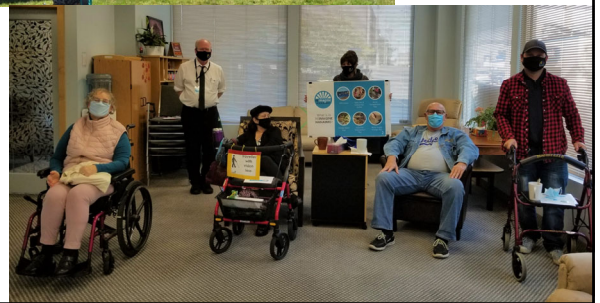
## PHASE 3 ENGAGEMENT



High levels of engagement during phase 1 & 2 reflected back in draft City Plan

Seeking **confirmation that draft City Plan reflects community and Council directions**

Still in COVID times and engagement is adapting to be as accessible as possible

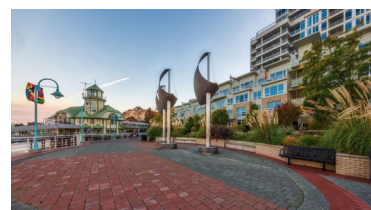


## Committee Input



**\*\*\*Partial list of related input from ACAI members during past meetings:**

- Pronouns and gender neutral language in corporate communications
- Accessibility and design standards in civic facilities and public spaces
- Accessible sidewalks on garbage “pick-up” day
- Universal washrooms in public spaces
- Adult changing stations in public washrooms
- Broad representation of community in projects/committees
- Target percentage of housing that is accessible
- LGBTQ safe spaces and inclusion
- Accessible parking (rear and side loading)



# Phase 3



## Access to Nature & Outdoor Recreation

We value our green spaces and love being minutes away from nature and places to play outdoors. Preserving this access for the future is essential.

## Central Hub Identity

We're excited about our role as the Central Hub of Vancouver Island and wish to build on this with effective transportation connections, economic development, and identity building.

## Neighbourhood Character

We value our existing neighbourhoods and the balance between more urban and more residential areas. Maintaining a mix of urban and residential areas and protecting the character of neighbourhoods is important.

## A Waterfront Identity

The waterfront is part of who we are, and we want more opportunities to connect with and celebrate it.

## City Living

We are preparing to embrace a shift from more suburban to urban living and are excited about cultural, entertainment, and public living opportunities and daily needs closer to home. However, it's important this transition is thoughtful, with attention to place-making and character.

## A Thriving & Creative Downtown

We want to see Downtown Nanaimo become the vibrant, engaging centre for arts, culture, entertainment, tourism, business, and employment that has been envisioned over the years.

## A Green Approach

We are getting ready to embrace our role as a climate leader, making choices that will reduce our impacts, protect our natural assets, and position us for a greener future. However, we recognize that changing our behaviours will be challenging.

## Mobility Choice

We would like to move around our community more easily by foot and bike, and we want our transit to be more frequent, faster, and accessible, but we're also coming to terms with reducing our reliance on automobiles.

## Supportive City

We are worried about the increasing social challenges our community is facing and how to help all people to live healthier, happier lives while keeping our city feeling safe and welcoming.

## Inclusive & Equitable

We want to respect and respond to the perspectives, values, and needs of all individuals and groups in Nanaimo and create spaces and programs that are for everyone.

## Affordable City

We are concerned about the rising costs of living in our city and are seeking ways to make it possible for people of all socio-economic backgrounds to find their home here.

## Great Jobs & Businesses

We wish to attract and maintain great businesses and institutions that provide quality jobs so we can work close to home in employment that fulfills us.

## 12 Engagement themes with Big Move posters

# Phase 3



## INCLUSIVE & EQUITABLE

Share your feedback:  
[getinvolvednanaimo.ca](http://getinvolvednanaimo.ca)

In 2020, the Maffei Sutton Park Inclusive Playground opened, becoming Nanaimo's first inclusive playground with equipment that is accessible to all members of the community.



**YOU SAID** We want to respect and respond to the perspectives, values, and needs of all individuals and groups in Nanaimo and create spaces and programs for everyone.

**WHAT'S NEW?** City Plan and the Integrated Action Plan contain specific policies and decisive actions toward an inclusive Nanaimo and articulate a commitment to communication, learning, advocacy, and action to remedy historical imbalance in the delivery of resources and bring equity to the forefront of decision-making.

Envision a vibrant, green, sustainable, inclusive community. One where everyone feels they belong and where there are services and supports for all members of our community.

**Want to read more?** Click the links below to read the relevant sections on what we're planning to do (City Plan) and how we'll do it (Integrated Action Plan).

### KEY DIRECTIONS FOR INCLUSIVE & EQUITABLE

- Commit to the hard work of advancing Truth and Reconciliation through government-to-government relations and protocols
- Improve community connection and Indigenous belonging through education and awareness of the culture and strengths of Canada's Indigenous peoples with focus on the First Nations whose Territories the city boundary lies within
- Use an equity lens in planning, design, and investment decisions
- Create facilities, spaces, and programs where all can feel safe, comfortable, welcomed, and represented
- Celebrate and share cultures and welcome diversity
- Provide meaningful engagement opportunities that encourage all residents to express their voice on community matters
- Seek input from vulnerable, marginalized, and under-represented groups
- Increase safe, healthy, and equitable mobility options that reduce transportation barriers
- Design and retrofit public spaces for universal access
- Encourage development of new housing that is adaptable and accessible
- Increase diverse housing options that make it easier for all people to find a suitable place to call home that works for their family and their income

### CITY PLAN "What"

- CL1 Urban & Recreation
- CL2 Equity & Inclusion
- CL3 Inclusion & Engagement
- CL4 Access for All
- CL5 Affordable Housing

### ACTION PLAN "How"

- CL1 Urban & Recreation
- CL2 Equity & Inclusion
- CL3 Inclusion & Engagement
- CL4 Access for All
- CL5 Affordable Housing

## ADVISORY COMMITTEE ON ACCESSIBILITY & INCLUSIVENESS (ACAI)

In 2020, the ACAI was established to:

- Identify barriers to inclusion and accessibility and make recommendations as to how to remove them;
- Identify best practices in other communities and make recommendations based on the findings;
- Participate in reviewing draft plans, policies, and procedures (including City Plan and the Integrated Action Plan) to prevent creation of barriers in the future;
- Assist in developing a strategy for engaging with the community on issues relating to accessibility and inclusiveness;
- Discuss other issues referred to the Committee by Council or Staff; and
- Work with Council to increase public awareness on issues related to accessibility and inclusion for all citizens.

## EQUALITY & EQUITY



Equality provides everyone with the same tools and assistance.



Equity provides individuals different supports to make it possible for them to have equal access.



## Engagement Methods Phase 3



- **Draft City Plan**
- **Story Map** (linked to Plan Sections)
- **Online/Print Survey Information**
- **Statistically valid survey**
- **12 theme info posters**
- **Informal & Formal Referrals**
- **Video**
- **E-town hall**
- **Committee review**



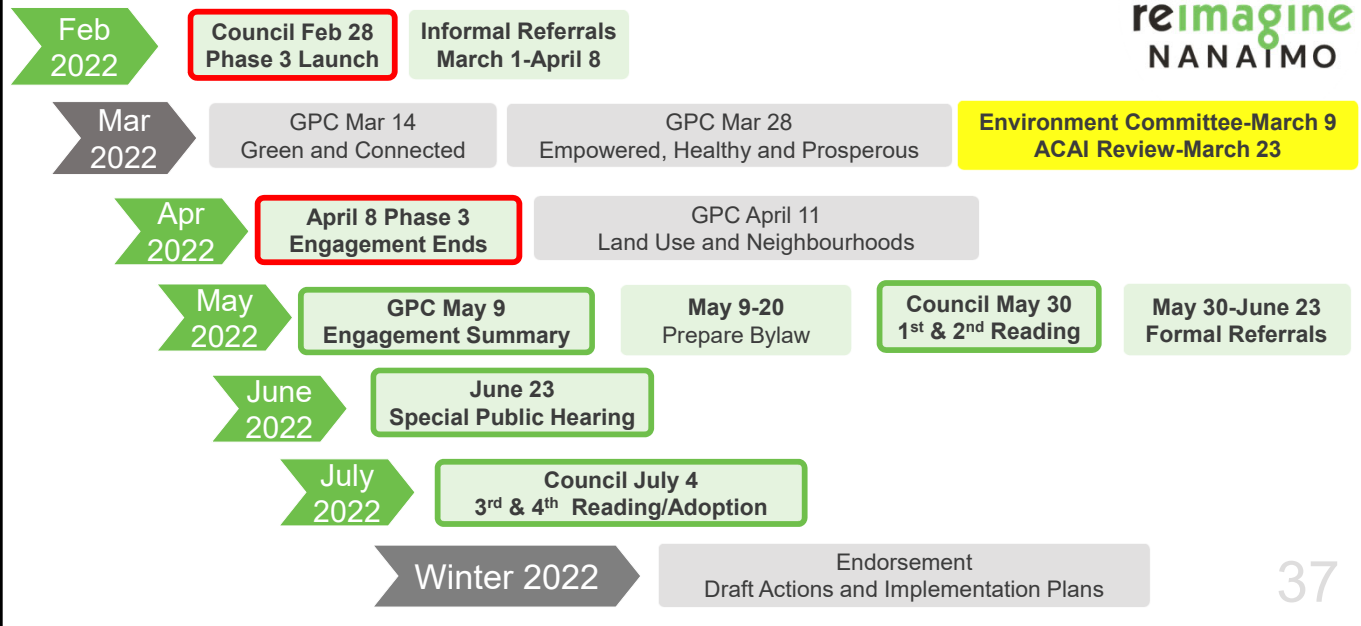
## Feedback Throughout Phase 3



- Phase 3 engagement (March 1-April 8)
- Special Meeting with ACAI (March 23)
- Public Survey as Individuals
- Statistically Significant Mail-out Survey
- Cross Promotion through networks

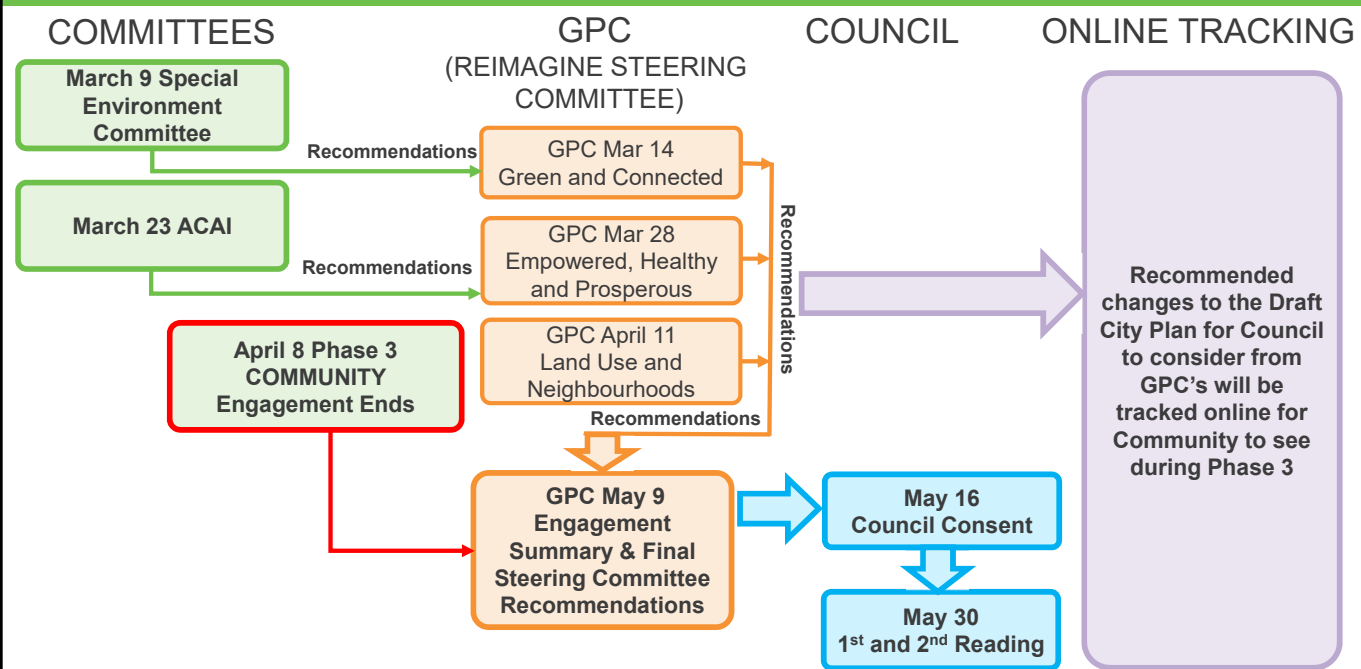


# Phase 3 Council Timeline



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# Phase 3 Draft City Plan Feedback Process



Hay cep q'a Siem

