

MINISTER'S ANNUAL REPORT ON ACCESSIBILITY

2018–2019



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Minister's Annual Report On Accessibility 2018–2019
Department of Justice
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Message from the Minister

Nova Scotia is on a journey to becoming an accessible province by 2030. Our commitment and the work required to achieve this goal is shared by all. 2018-2019 was marked with many significant milestones in this journey, including the release of a provincial strategy and a three-year accessibility plan for the Nova Scotia Government.

Access by Design 2030 provides a framework for how we will work together as a province to achieve accessibility. It was developed based on input from Nova Scotians across the province, who helped us identify the areas we need to focus on first.

Work has begun on the development of accessibility standards for education and the built environment. These standards will help to create learning environments in which all students can participate, and address how to make buildings, streets, sidewalks, and shared spaces accessible to all. Future work will focus on standards to prevent and remove barriers to employment, goods and services, information and communication, and transportation.

The Government of Nova Scotia's accessibility plan identifies specific actions for creating an inclusive, responsive, and barrier-free workplace for Nova Scotia public servants, and the delivery of accessible programs and services to Nova Scotians. These commitments include the development of employee training, enhanced program development, and the adoption of a government-wide accessible customer service policy.

As Nova Scotians, we are renowned for our collaborative and caring ways. This is evident in the commitment and efforts shown by many in our communities and across the private sector and government to removing barriers and advancing accessibility.

We will continue to celebrate and advance these efforts in 2019-2020, as we work together to drive the changes needed to create a more equitable and inclusive province.



Mark Furey,
Minister of Justice

Introduction: An Accessible Nova Scotia by 2030

Nova Scotia has the highest rate of disability in Canada, with 30.4 per cent of Nova Scotians identifying as having a disability.

On September 18, 2017, Nova Scotia became the third Canadian province to pass accessibility legislation, called the Accessibility Act. The act recognizes that accessibility is a human right and commits our province to being accessible by 2030.

Under the act, we will achieve accessibility by

- ▶ preventing and removing barriers with respect to
 - ▷ the delivery and receipt of goods and services
 - ▷ information and communication
 - ▷ public transportation and transportation infrastructure
 - ▷ employment
 - ▷ the built environment
 - ▷ education
 - ▷ other activities
- ▶ involving persons with disabilities and other interested parties (stakeholders) in the development of accessibility standards
- ▶ implementing those standards
- ▶ monitoring, reviewing, and enforcing compliance to ensure those standards are being met
- ▶ establishing an Accessibility Directorate responsible for supporting accessibility initiatives and advancing broader disability-related issues

Accessibility Directorate

The Accessibility Directorate was established within the Department of Justice in summer 2017. The Accessibility Directorate is responsible for

- ▶ helping to ensure the act, and any future accessibility regulations that come from the act, are put into practice
- ▶ addressing broader disability-related initiatives
- ▶ acting as the central mechanism for ensuring government hears and acts on the concerns of persons with disabilities

By March 31, 2019, Accessibility Directorate staff included

- ▶ one executive director
- ▶ one manager
- ▶ three senior policy analysts
- ▶ one research and statistical officer
- ▶ one administrative assistant

Accessibility Advisory Board

The Accessibility Advisory Board advises and makes recommendations to the minister about accessibility. The board met nine times in 2018–2019. Meeting summaries are posted publicly on the Accessibility Directorate website. See [Appendix B](#) for board membership.

Accessibility Advisory Board activities for 2018–2019 included making recommendations to inform the development of Access by Design 2030; providing advice related to the establishment of Accessibility Standards Development Committees; providing input into the Government of Nova Scotia Accessibility Plan; awareness and communications; and monitoring and evaluation of accessibility initiatives under the act.

Accessibility Accomplishments: 2018–2019

Access by Design 2030

Access by Design 2030 was publicly released on September 21, 2018. It outlines outcomes, priorities and actions that will help us reach our goal of an accessible Nova Scotia by 2030.

We consulted with stakeholders across Nova Scotia to find out what they wanted to see included in the strategy. We heard from over 1500 Nova Scotians, including

- ▶ persons with disabilities and their families
- ▶ organizations that provide services to persons with disabilities
- ▶ representatives from the non-profit, education, health, and business sectors
- ▶ municipal and provincial government staff and elected officials

The Accessibility Advisory Board also provided recommendations for the strategy.

In addition to focus groups, and an online survey, we held six community engagement sessions across Nova Scotia in May/June 2018. Approximately 200 individuals attended these sessions. The purpose of these sessions was to

- ▶ inform communities about the Accessibility Act
- ▶ understand the accessibility issues Nova Scotians face
- ▶ explore how communities can contribute to an accessible Nova Scotia
- ▶ identify actions and priorities for becoming an accessible province

The input we received from these stakeholder consultations helped us define what an accessible, inclusive, barrier-free province means.

Access by Design 2030 outlines six priority areas for achieving an accessible Nova Scotia by 2030.

- ▶ Standards Development
- ▶ Awareness and Capacity Building
- ▶ Collaboration and Support
- ▶ Compliance and Enforcement
- ▶ Monitoring and Evaluation
- ▶ Government of Nova Scotia – Leading by Example

Accessibility Standards Development

Accessibility standards will be developed in six areas:

- ▶ **Built Environment**—making public buildings, streets, sidewalks, and shared spaces accessible to all
- ▶ **Education**—making the education system accessible to all students, from early childhood to post-secondary
- ▶ **Employment**—making workplaces accessible, and supporting people with disabilities in finding meaningful employment
- ▶ **Goods and Services**—ensuring that people with disabilities have equitable access to goods and services
- ▶ **Information and Communication**—ensuring all Nova Scotians can receive, understand and share the information they need
- ▶ **Public Transportation and Transportation Infrastructure**—making it easier for people with disabilities to get to where they need to go

The first sets of standards to be developed are those for the Built Environment and Education. Standards Development Committees will assist the Accessibility Advisory Board in making recommendations on the content and implementation of accessibility standards.

In January 2019, we began recruiting members for the Standards Development Committees for Built Environment and Education. We received 143 applications from across Nova Scotia. The Accessibility Advisory Board reviewed the applications and made recommendations to the Minister of Justice about who should be chosen for membership. See [Appendix B](#) for Standards Development Committee membership.

In March 2019, 20 members were named to the Education Standards Development Committee and 19 to the Built Environment Standards Development Committee. The majority of committee members are persons with disabilities or representatives from organizations that represent persons with disabilities. Draft terms of reference and work plans were developed in anticipation of the committees' first meetings in April 2019.

Awareness and Capacity Building

Building capacity in accessibility and increasing awareness about the rights of persons with disabilities and barriers to participation is central to achieving the goal of an accessible Nova Scotia by 2030.

A variety of efforts to build awareness and capacity were underway in 2018–2019:

- ▶ Accessibility Directorate staff delivered over 70 presentations at conferences and workshops across the province on the Accessibility Act, standards development, barriers to accessibility in communities, and the importance of creating an accessible Nova Scotia.
- ▶ ReachAbility received funding from Communities, Culture and Heritage to deliver 21 workshops to businesses across the province on accessibility and the benefits of creating an accessible organization. Over 326 representatives from local businesses attended from various sectors.
- ▶ Development began on resources, toolkits, and guidelines to help the public sector, private sector, and community organizations comply with the Accessibility Act.
- ▶ Implementation continued on the ReadAbility program, which introduces children to the concept of living with a disability and the importance of accessibility. Presentations given by persons with disabilities taught young children how people with disabilities live independently, enjoy hobbies, work, go to school, and explore their community. The program and its resources were transferred to the Nova Scotia League for Equal Opportunities in summer 2018 and received funding from Canada Post Corporation to continue the program.
- ▶ The Accessibility Directorate has been promoting the importance of integrating accessibility concepts and information into post-secondary programs and have been assisting some programs with this work. For example,

Dalhousie University's School of Planning now teaches accessibility as part of its programs.

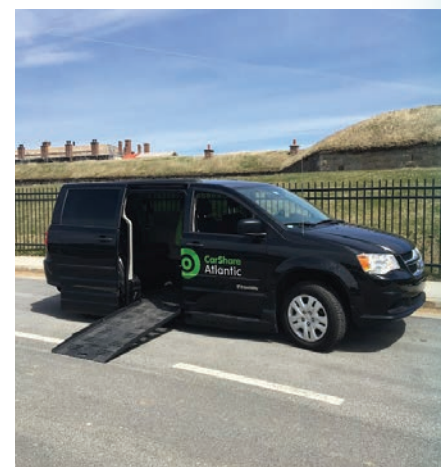
- ▶ The Accessibility Directorate has been partnering with various researchers to secure funding for accessibility-related research. This will help us achieve the commitment in Access by Design 2030 of establishing a collaborative partnership for accessibility research.

Business ACCESS-Ability Grant Program

In 2018–2019, the Department of Communities, Culture and Heritage, through the Business ACCESS-Ability Grant Program, invested more than \$1 million to help 41 businesses increase their accessibility. This funding was provided to a mix of rural and urban businesses across the province to help them make their locations, products, and services more accessible.

Examples of 2018–2019 investments include the following:

- ▶ Funding for 40 Nova Scotians to enrol in the Rick Hansen Foundation Accessibility Certification (RHFAC) Accessibility Assessor Training Course at the Nova Scotia Community College (NSCC). This program provides participants with the knowledge and practical skills they need to rate buildings for overall accessibility under the RHFAC program. Sixteen Nova Scotians have been certified as RHFAC professionals through the CSA Group.
- ▶ CarShare Atlantic in Halifax received a grant to make its fleet more accessible. This included purchasing a fully accessible van and installing accessible hand controls in three vehicles. The company also received a Community Investment Grant from the Department of Community Services to help fund these improvements.



Collaboration and Support

All Nova Scotians have a role to play in helping Nova Scotia become accessible. We continue to collaborate with partners and stakeholders across the province to achieve that goal.

Nova Scotia Federation of Municipalities

The Accessibility Directorate has partnered with the Nova Scotia Federation of Municipalities to ensure provincial-municipal partners collaborate to implement the Accessibility Act. A Provincial-Municipal Accessibility Working Group was established in 2018–2019 to support accessibility planning for municipalities. The working group is comprised of representatives from

- ▶ the Department of Municipal Affairs and Housing
- ▶ the Accessibility Directorate
- ▶ the Nova Scotia Federation of Municipalities
- ▶ the Association of Municipal Administrators of Nova Scotia

Wolfville Accessibility Plan

The Town of Wolfville released an accessibility plan in February 2019, making them the first municipality in Atlantic Canada to have one. It was developed collaboratively by Wolfville’s Accessibility Advisory Committee, with support from the Accessibility Directorate.

The plan identifies opportunities for improving accessibility, including

- ▶ expanding accessible parking
- ▶ improving accessibility of town buildings
- ▶ ensuring sidewalks are accessible

It includes five areas of focus:

- 1) built environment, 2) transportation, 3) goods and services, 4) employment, and 5) information and communication.

Post-Secondary Accessibility Framework

The Post-Secondary Accessibility Working Group was established in 2018–2019 in collaboration with the Council of Nova Scotia University Presidents. The group includes representatives from each of the post-secondary institutions, the Department of Labour and Advanced Education, and the Accessibility Directorate.

The working group is developing a provincial post-secondary accessibility framework to establish a common way forward to improve accessibility across the sector and to guide the development of institutional accessibility plans.

Prescribing Public Sector Bodies Under the Accessibility Act

Under the Accessibility Act, government can make regulations to prescribe (appoint) municipalities, universities, and other organizations as public-sector bodies. Organizations that have been prescribed as public-sector bodies will have two requirements:

- ▶ They must prepare an accessibility plan and make it publicly available.
- ▶ They must establish or continue an accessibility advisory committee, and at least one-half of committee members must be persons with disabilities or representatives from organizations representing persons with disabilities.

In 2018–2019, the Accessibility Directorate worked to establish relationships with entities to be prescribed as public-sector bodies. This included municipalities, universities and the Nova Scotia Community College, regional libraries, health authorities, regional centres for education, and some Crown corporations.

Government of Nova Scotia— Leading By Example

The Government of Nova Scotia Accessibility Plan 2018–2021 was developed with input from Nova Scotians and in collaboration with staff from across our organization who work directly on the development and delivery of our programs. They provided insight into ways we can improve access for persons with disabilities to our information, infrastructure, workforce, programs, and services.

As an employer, and as Nova Scotia’s largest program and service provider, government must lead by example. The Government of Nova Scotia Accessibility Plan 2018–2021 was publicly released on September 21, 2018. It identifies five priority areas:

- ▶ **Awareness and Capacity Building**—creating a culture of accessibility across the organization
- ▶ **Information and Communications**—ensuring persons with disabilities can equitably receive and understand information and communications delivered by government
- ▶ **Buildings, Infrastructure, and Public Spaces**—ensuring government-owned, leased, and operated buildings, offices, and public spaces are accessible
- ▶ **Employment**—ensuring our workforce reflects the province’s diverse population, and our employment practices and workplaces are more accessible for new and existing employees with disabilities
- ▶ **Delivery of Goods and Services**—ensuring equitable access to goods and services delivered by government

Government of Nova Scotia Accessibility Plan 2018–2021

Many efforts were underway this year to advance the priorities and actions in the five priority areas of the Government of Nova Scotia Accessibility Plan 2018–2021.

Awareness and Capacity Building

We are working to create a culture of accessibility across the Government of Nova Scotia. This includes increasing awareness of the Accessibility Act and building capacity for government staff to identify, remove, and prevent barriers to equitable participation.

- ▶ The Public Service Commission (PSC) continues work to develop a provincial diversity and inclusion strategy. This strategy will include additional training for senior leaders that specifically relates to diversity, unconscious bias, disability, and accommodations.
- ▶ Communications Nova Scotia (CNS) has taken several steps to build capacity among communications staff regarding accessibility and disability issues. This includes researching, testing, and implementing new accessible approaches and tools; accessibility training; and ensuring CNS staff have information on accessible communications standards.



Information and Communications

We are ensuring persons with disabilities can equitably receive and understand information and communications delivered by the Government of Nova Scotia.

- ▶ The Department of Service Nova Scotia and Internal Services has continued efforts to promote accessibility in the design, development, and implementation of new information and communications technology (ICT) services. This includes
 - ▷ developing resource materials on ICT standards for accessible software (such as fact sheets for staff and managers on various assistive technologies)
 - ▷ promoting accessibility in the procurement process for government software and hardware purchases
- ▶ CNS released a new beta website for the Province of Nova Scotia in October 2018. The new website meets international standards for website accessibility. This ensures an equal user experience for everyone, regardless of their ability, device, situation, or location.

Buildings, Infrastructure, and Public Spaces

We are continuing efforts to ensure that government-owned, leased, and operated buildings, offices and public spaces are accessible.

- ▶ Transportation and Infrastructure Renewal is completing a review of existing facilities owned by the Government of Nova Scotia. As a first step, the department is completing a high-level survey to identify things such as
 - ▷ number of buildings that serve the public
 - ▷ known or easily identifiable accessibility issues for each building
 - ▷ any safety concerns relating to accessibility

The department is also revising the existing Government of Nova Scotia Accessibility Guidelines (Building Access Checklist tool) to ensure it reflects the current Nova Scotia Building Code and CSA B651 design standards for accessibility.

- ▶ Lands and Forestry is working to improve accessibility at provincial campgrounds, parks, and beaches. Examples of work completed to date include
 - ▷ training staff in accessibility requirements and upgrades to the parks system
 - ▷ adding a universal washroom (gender neutral/accessible) at Valleyview Provincial Park
 - ▷ installing Mobi-mats® at several provincial beaches
 - ▷ adding an accessible swing at the Natural Resource Education Centre



The department has also worked with municipalities to improve infrastructure at beaches.

- ▶ The Department of Fisheries and Aquaculture has increased the number of barrier-free fishing sites throughout Nova Scotia through the Barrier Free Access to Sportfishing Sites Program. There are currently 19 sites provincewide that provide recreational angling opportunities to anglers with disabilities. In addition, general fishing licences are available free of charge to anglers with disabilities.

Employment

We are removing barriers to employment for persons with disabilities seeking a career with the Government of Nova Scotia. This includes ensuring our workforce reflects the province's diverse population and that we are making our employment practices and workplaces more accessible for new and existing employees with disabilities.

- ▶ The PSC has taken steps to improve recruitment training for managers, with an emphasis on hiring and recruiting persons with disabilities. The recruitment training for hiring managers now has a section that focuses on how to select and accommodate persons with disabilities. A recruitment accommodation guideline has been developed, and new diversity training for leaders includes discussion around hiring employment equity seeking groups, including persons with disabilities. New case studies have been added to the training around hiring persons with disabilities.
- ▶ Labour and Advanced Education (via Employment Nova Scotia) has several projects underway to ensure all Nova Scotians have access to employment services and programs. For example, Nova Scotia Works is implementing early support measures to ensure clients have the accommodations and financial support they need to return to school. This initiative, in partnership with NSCC, aims to increase the number of persons with disabilities who successfully complete post-secondary education.



Delivery of Goods and Services

Work is underway to develop a Government of Nova Scotia Accessible Customer Service Policy framework. The goal is to ensure that all persons have the same opportunity to seek, obtain, use, or benefit from Government of Nova Scotia programs and services.

Moving Forward: 2019–2020

In 2019–2020, we will continue to implement and advance our commitments outlined in Access by Design 2030 and the Government of Nova Scotia Accessibility Plan 2018-2021. By working together across government and across Nova Scotia, we will continue our efforts to ensure an accessible Nova Scotia by 2030.

Key priorities for 2019–2020 include the following:

- ▶ Continuing work with the Accessibility Advisory Board and Standards Development Committees to develop recommendations for accessibility standards in the Built Environment and Education. This will include ongoing consultations with Nova Scotians.
- ▶ Launching resources to support municipalities, post-secondary institutions, and other public sector bodies in developing accessibility plans and establishing accessibility advisory committees.
- ▶ Sponsoring an awareness campaign in collaboration with the Rick Hansen Foundation. The #EveryoneEverywhere campaign will help to build awareness about the importance of improving accessibility.

Appendix A: Government of Nova Scotia Accessibility Plan (2018–2021)

2018–2019 Progress Report

<i>Awareness and Capacity Building</i>	Planning	In Progress	Completed
Strengthen capacity within Departments to champion diversity and inclusion, including accessibility and disabilities issues across government.		X	
Develop new training offerings within the Public Service Commission Learning Environment specific to accessibility and disability issues.		X	
Continue to enhance policy analysis and program development, including building an accessibility framework for assessment of policy/program development initiatives.	X		
Build capacity among Communications Nova Scotia staff to ensure they can support Departmental clients to build accessibility into their communications products and deliverables.		X	
Develop and implement public awareness programs (internal and external) to build awareness around the Accessibility Act, barriers to accessibility, and what an accessible Nova Scotia means.		X	
Work with (support) public sector organizations prescribed under the Accessibility Act, to develop and implement accessibility plans and accessibility advisory committees		X	

Information and Communications

	Planning	In Progress	Completed
Complete a review of communications policies, procedures, and practices to improve accessibility and ensure they are not creating barriers to accessibility.		X	
Implement a phased launch of more user-centric government website, beginning in 2018–2019. The website will be accessible in line with the international standards (WCAG 2.0 AA), and augmented with user experience best practices.		X	
Conduct a review of industry standards for ICT services, policies, practices, and procedures and leverage this information to promote accessibility in the design, development, and implementation of new ICT services, products, and systems.		X	
Complete a review of communications policies, procedures, and practices to improve accessibility and ensure they are not creating barriers to accessibility.		X	
Implement a phased launch of more user-centric government website, beginning in 2018–2019. The website will be accessible in line with the international standards (WCAG 2.0 AA), and augmented with user experience best practices.		X	
Conduct a review of industry standards for ICT services, policies, practices, and procedures and leverage this information to promote accessibility in the design, development, and implementation of new ICT services, products, and systems.		X	

Buildings, Infrastructure, and Public Spaces

	Planning	In Progress	Completed
Conduct a review of existing occupied spaces to determine accessibility issues and priorities and develop an action plan to achieve accessibility in Government of Nova Scotia owned and leased premises by 2030.		X	
Incorporate clauses into new Government of Nova Scotia leases for occupied spaces that stipulate that landlords must meet the current Nova Scotia Building Code accessibility requirements.			X
Initiate standards development processes and develop initial accessibility standards for Nova Scotia (Built Environment).		X	
Make improvements to provincial parks, beaches, and campgrounds to ensure that more services are accessible.		X	
Increase the number of barrier-free sport-fishing sites across the province and advertise sites to the public. This includes expanding support under the Nova Scotia Sportfish Habitat Fund for projects that improve public access to sportfishing areas, including barrier-free access to fishing sites.		X	
Conduct a review of industry standards for ICT services, policies, practices, and procedures and leverage this information to promote accessibility in the design, development, and implementation of new ICT services, products, and systems.		X	

Employment

	Planning	In Progress	Completed
Investigate establishment of a centralized system within the Government of Nova Scotia to better support to managers and employees across the public service with respect to accessibility and disability. This will also include analysis of re-establishing a centralized accommodations fund within the Government of Nova Scotia.		X	
Review recruitment and selection training materials for hiring managers and ensure that content reflects topics specific to the recruitment, selection, and hiring of persons with disabilities into the public service of Nova Scotia.			X
Work with the Nova Scotia Works employment services system to develop a Diversity and Inclusion Plan that will incorporate accessibility into the provision of employment programs and service delivery. In addition, build the capacity of Employer Engagement Specialists to provide support to employers in developing inclusive and accessible workplaces.		X	

Employment (continued)

	Planning	In Progress	Completed
Support the development of an Accommodations Application for employers, developed by Saint Mary's University's Inclusion by Design partnership.		X	
Increase the number of barrier-free sport-fishing sites across the province and advertise sites to the public. This includes expanding support under the Nova Scotia Sportfish Habitat Fund for projects that improve public access to sportfishing areas, including barrier-free access to fishing sites.		X	
Conduct a review of industry standards for ICT services, policies, practices, and procedures and leverage this information to promote accessibility in the design, development, and implementation of new ICT services, products, and systems.		X	

Delivery of Goods and Services

	Planning	In Progress	Completed
Develop a government-wide Accessible Customer Service Policy with aim to ensuring consistency in accessible customer service across Government of Nova Scotia.		X	
Ensure our public inquiries operators are equipped with information on services related to accessibility and disability.		X	
Embed inclusion and accessibility into digital service design processes and ensure an inclusive and accessible by design approach.		X	
Promote accessibility in procurement processes undertaken by the Government of Nova Scotia. This will include developing resource materials for Departments to assist in identifying and including accessibility requirements in tenders for goods and services purchased by the Government of Nova Scotia.		X	
Explore the establishment of accessibility navigators to assist persons with disabilities in accessing information and services.	X		
Conduct a review of industry standards for ICT services, policies, practices, and procedures and leverage this information to promote accessibility in the design, development, and implementation of new ICT services, products, and systems.		X	

Appendix B

Accessibility Advisory Board (2018–2019)

Douglas Foster, Chair

Rosalind Penfound, Vice-Chair

Barry Abbott

Cynthia Bruce

Irene Campbell-Taylor (until June 2018)

David Caswell

Amy Parsons (until March 2019)

Alexander Peeler

Warren (Gus) Reed

Kevin Russell

Marcie Shwery-Stanley

Anne Sinclair

Education Standards Development Committee (2018–2019)

Rosalind Penfound, Chair

Vice-President, Organizational Development,
Nova Scotia Community College, Dartmouth

Cynthia Bruce, Vice-Chair

Instructor II, Faculty of Education, Acadia University, Kentville

Denise Cameron

Department Head, Learning Centre and Resource,
Chignecto Central Regional Centre for Education, Truro

Linda Campbell

Professor, School of Environment, Saint Mary's University, Halifax

Jacqueline Cote

Student Development Officer – Disability Support,
Cape Breton University, Sydney Forks

Alice Evans

Executive Director, The Club Inclusion, Halifax

Mary Goya

Manager, Nova Scotia School for Adult Learning,
Department of Labour and Advanced Education, Dartmouth

Sheila Jamieson

Classroom Teacher, Atlantic Provinces Special Education
Authority, Halifax

Diane Johnson-Snook

Program Co-ordinator, Achieve Program, Nova Scotia
Community College, Port Hawkesbury

Alex LeBlanc

Retired Tradesperson, Human Rights Advocate, Wolfville

Chrissi Lynch

Co-ordinator of Student Services, Strait Regional Centre for Education, Queensville

Patricia Monaghan

Executive Director, Nova Scotia Early Childhood Development Intervention Services, Halifax

Adela N'Jie

Student Services Co-ordinator, Conseil scolaire acadien provincial, Dartmouth

Kevin Penny

Equipment Grants Co-ordinator, Post-Secondary Accessibility Services, Department of Labour and Advanced Education, Halifax

Ann Power

Executive Director, Student Equity and Support Services, Department of Education and Early Childhood Development, Halifax

Cornelia Schneider

Associate Professor, Faculty of Education, Mount Saint Vincent University, Porters Lake

David Steele

Registrar, Dexter Institute Private Career College, Lower Sackville

Sue Taylor-Foley

Executive Director, Innovation, Programs and Services, Department of Education and Early Childhood Development, Chester

Matt Walsh

Accessibility Mentor and Advocate, Subway Employee, Upper Tantallon

Barbara Welsford

Assistive Technology Specialist, South Shore Regional Centre for Education, Mahone Bay

Built Environment Standards Development Committee (2018–2019)

Laurie Cranton, Chair

Councillor, Municipality of the County of Inverness, Margaree Centre

Ramzi Kawar, Vice-Chair

Manager, Building Design, Housing Nova Scotia, Bedford

Paul Burt

Manager, Building, Planning and Licensing, Cape Breton Regional Municipality, Sydney

Douglas Foster

Planning Specialist, New Dawn Enterprises, Sydney River

Mohammad Harb

Trained Architect, Community Volunteer, Halifax

Donna Hoar

Vice-President, Grey Cardinal Management Inc., Mineville

Andrew Jantzen

Research Assistant, Electronic Technologist, Nova Scotia Community College, Halifax

Megan Lloyd

Intern Architect, RHAD Architects, Dartmouth

Earl MacKenzie

Director, Public Works, Town of New Glasgow, New Glasgow

Sheena Moore

Senior Architect, Department of Transportation and Infrastructure Renewal, Halifax

Allison Moz

Way-Finding Partner, Co-owner, eyecandy SIGNS Inc., Halifax

Peter Polley

Founder and President, POLYCORN Group, Halifax

Jennifer Powley

Urban Planner, Halifax

Joseph Rogers

Building Code Co-ordinator, Department of Municipal Affairs,
Timberlea

Ross Sampson

Retired Production Supervisor, Beaver Bank

Saira Shah

Planner, Municipality of the District of West Hants, Lower Sackville

Gordie Snook

General Manager, Facilities and Operations, Town of Port
Hawkesbury, Port Hawkesbury

Johanna Stork

Certified Orientation and Mobility Specialist, Vision Loss
Rehabilitation Nova Scotia, Halifax

Hannah Wood

Owner, Fulcrum Accessibility Consulting, Halifax

