

Government of Nova Scotia Response to Nova Scotia's Accessibility Act Independent Review Report

March 2024

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Message from the Minister

When the Nova Scotia Accessibility Act was made law in 2017, government made a commitment to prevent and remove barriers to protect the human rights of people with disabilities. The legislation and the related Access By Design 2030 strategy would guide us on our journey to improve accessibility for all Nova Scotians.

That commitment to accessibility is as strong today as it was in 2017. In April 2023, Dr. Katie Aubrecht submitted her independent review of the Accessibility Act. This is the first required review of the implementation of the act and it marks an important milestone in advancing accessibility. Reviews present a valuable opportunity to make changes in how we do our work so we can achieve our accessibility goals.

Dr. Aubrecht and her team received input from almost 800 Nova Scotians who represented diverse perspectives. This included people with disabilities and organizations serving them; representatives of prescribed public sector bodies (PPSBs) such as municipalities, post-secondary institutions, and Nova Scotia Health; and representatives from the government, business, and non-profit sectors. Government would like to express appreciation to Dr. Aubrecht for her comprehensive review, and to everyone who gave input. The report provides an insightful picture of the work undertaken so far, and recommendations for how we can do better.

Government carefully reviewed Dr. Aubrecht's report and accepts the spirit and intention of the recommendations. We have begun to take action in response to the recommendations. Our response outlines these and other specific actions that address the main concerns identified in the review. Government is committed to developing accessibility standards to achieve our goal of an accessible province by 2030. For the next three years, our focus is on developing and enacting accessibility standards, supporting PPSBs to update and implement their accessibility plans, and increasing communications and engagement. Health care and housing are important issues for Nova Scotians with disabilities and we will monitor the effectiveness of current and planned initiatives to determine if more needs to be done. We will engage and partner with an increasing diversity of people with disabilities and community organizations to identify and remove accessibility barriers, and take steps to improve accountability and progress reporting.

Nova Scotia is becoming more accessible under the Accessibility Act. We will continue to move forward, working together, to achieve our goal.

Honourable Brad Johns
Minister Responsible for the Accessibility Act

Introduction

In 2017, Nova Scotia became the third province in Canada to have accessibility legislation. The Accessibility Act sets a goal of an accessible Nova Scotia by 2030. It also outlines that accessibility will be achieved by preventing and removing barriers that disable people with respect to built environment, education, employment, goods and services, information and communications, and public transportation. Developing and implementing accessibility standards and accessibility plans in communities, organizations, and institutions across the province are key ways that barriers will be prevented and removed.

Within one year of the act being enacted, the Accessibility Directorate and the Accessibility Advisory Board were established, Access By Design 2030—the strategy for achieving the goal set out in the act—was developed, and the Government of Nova Scotia’s first accessibility plan was released.

In September 2021, Government appointed Dr. Katie Aubrecht to conduct the first required, comprehensive review of the effectiveness of the act, fulfilling another requirement in the legislation. The purpose of an independent review is to make improvements to how the act is being implemented and to monitor the impact of accessibility standards. Dr. Aubrecht found that progress is being made to advance accessibility in Nova Scotia, but more work is needed to achieve our goal.

Government is taking action in six key areas to address Dr. Aubrecht’s recommendations:

1. continuing our commitment and plan to have standards developed by 2030 in built environment, education, employment, goods and services, information and communications, and public transportation
2. expanding First Voice involvement and using an intersectional approach so a greater diversity of experiences informs implementation of the act
3. improving public communications about the accessibility work being done, and broadening community engagement to inform this work
4. continuing to invest in building the capacity of prescribed public sector bodies (PPSBs) to implement their accessibility plans and to comply with accessibility standards. PPSBs include the Government of Nova Scotia, all municipalities, universities, the Nova Scotia Community College, regional libraries, Regional Centres for Education, Conseil scolaire acadien provincial, Atlantic Provinces Special Education Authority (APSEA), Nova Scotia Health and IWK Health Centre, the Nova Scotia Museum, Nova Scotia Art Gallery, and Crown corporations.
5. monitoring accessibility improvements in health care, justice, and housing so barriers in these areas are removed and prevented
6. strengthening monitoring, accountability, and progress reporting.

Response

1. Accelerate Standards Development

Accessibility standards are essential to removing and preventing accessibility barriers. All standards will be enacted by 2030.

Work is underway in all six standard areas.

- The proposed Built Environment Accessibility Standard was released for public review in August 2023.
- Government is reviewing the Accessibility Advisory Board's recommendations for the education standard.
- In November 2023, the Employment Standard Development Committee consulted on its draft recommendations for an employment standard, and the board expects to submit them to the Minister of Justice in spring 2024.
- The Goods and Services Standard Development Committee is developing recommendations for a standard focused on service delivery.
- Jurisdictional research was completed for standards in public transportation and information and communications. The board expects to begin recruitment for these standard development committees by early 2024.

The Accessibility Directorate and Accessibility Advisory Board have completed reviews of the standard development process and have implemented changes to make the process more efficient. Updated timelines for standards development, and information on progress, is now published on the Accessibility Directorate's website. This information will be regularly updated.

After standards are enacted, the Accessibility Directorate will engage the Accessibility Advisory Board in developing a process to review the standards and make recommendations for updates and revisions. This is to ensure the standards are responsive to changes in knowledge, technology, the barriers being experienced by people with disabilities in Nova Scotia, and findings in future Accessibility Act reviews.

2. Expand First Voice Involvement and Use an Intersectional Approach

Learning from the lived experiences of a diversity of people with disabilities (First Voice) is key to successfully identifying, removing, and preventing disabling barriers. This is why the act requires people with disabilities be involved in developing accessibility standards and accessibility plans. The Accessibility Advisory Board, the board's standard development committees, and the accessibility advisory committees of PPSBs must have a minimum of 50 per cent people with disabilities or representatives from organizations representing people

with disabilities. PPSBs must consult with people with disabilities and organizations that serve them when developing accessibility plans. The Accessibility Advisory Board and standard development committees must consult with people with disabilities and organizations that serve them when developing recommendations for accessibility standards.

Government regularly engages First Voice in our accessibility work. For example,

- the content of the public awareness campaign, Access Includes Everyone, was informed through consultation with the Accessibility Advisory Board and other Nova Scotians with disabilities
- the Government of Nova Scotia Accessibility Plan 2022–25 was informed by community consultation, input from the board, and a Government of Nova Scotia Accessibility Plan Advisory Committee with over 50 per cent employees with disabilities
- the Accessibility Act Compliance Framework was developed in collaboration with working groups that included people with disabilities
- Access by Design 2030 was informed by consultation with over 1,500 Nova Scotians

Government is already expanding opportunities for First Voice participants to meaningfully participate in work related to the act. The following was started in 2023–24:

- Funding was provided to Easter Seals Nova Scotia to support development of a disability partnership forum. The forum hired an accessibility coordinator in May 2023 and Easter Seals is working with Autism Nova Scotia, Nova Scotia League for Equal Opportunity, and the Accessibility Directorate to bring together disability organizations from across the province. The focus is on improving communication and coordination between government and community. This includes finding new ways to work together, sharing best practices, and identifying areas where capacity-building supports are needed.
- Funding was provided to the Nova Scotia League for Equal Opportunity to work with over 20 provincial disability and community-based organizations and develop a quality of life index for people with disabilities ([see Action 6, p. 11](#)).
- The Accessibility Directorate developed a First Voice Accessibility Experts recruitment initiative to engage a diversity of people with disabilities in its accessibility work. Nova Scotians with disabilities will be part of panels of experts for specific projects and receive honouraria for contributing their lived experience and expertise in accessibility. Panel participants will be brought together in 2024–25 for coordination, support and advice.

Over the next three years, opportunities for the involvement of First Voice participants will continue to increase, with an emphasis on intersectionality. Dr. Aubrecht’s plain language version of her report defines intersectionality as being about how the different parts of a person’s identity (e.g., disability, gender, race, age, who you love, religion or culture, the

situations one lives in, having a low income, etc.) come together, and how they shape or define a person's lived experiences.¹

Government has already begun deepening our commitment to using an intersectional lens in equity-focused work.

- The Government of Nova Scotia Accessibility Plan 2022–25 prioritizes the use of an intersectional lens.
- Ableism is identified as a form of discrimination in government's [Equity and Anti-Racism Strategy](#).
- An increasing number of government departments have expanded their equity, diversity and inclusion (EDI) plans to include accessibility: EDIA.
- Standard development committees of the Accessibility Advisory Board are now required to consider barriers experienced by people with disabilities who have intersecting identities, such as those related to race, ethnicity, gender identity, sexual orientation, age, and income.
- EDI is included in the priority areas of the Disability Partnership Forum described above.

Government will continue our commitment to intersectionality over the next three years by:

- The Access By Design 2030 strategy will be updated in 2024–25 to reflect the use of a gender equity and intersectional approach. Embedding intersectionality into the strategy will strengthen our efforts to identify, remove, and prevent barriers experienced by a wide population of people with disabilities, such as those who are Indigenous, African Nova Scotian and Persons of African Descent, newcomers, 2SLGBTQIA, and/or Acadian and francophonie.
- The Office of Equity and Anti-Racism (OEA) is working to bring an equity and anti-racism lens, which includes accessibility, to the forefront of government decision-making. The office is creating an equity impact assessment (EIA) tool to be applied to new legislation, policies, and regulations. OEA will begin to implement the EIA across government in 2024-25 to support a change in how policy and programs are developed. A version will be developed and shared for public use.

To support all government departments in increasing first-voice contributions to their work, OEA is creating a public engagement guidebook. The guidebook will provide key steps and considerations for all types of engagements to ensure they are effective, accessible, and inclusive while taking into consideration the intersectional identities of Nova Scotians.

¹ People First of Canada. *Independent Review of Nova Scotia's Accessibility Act: Plain Language Summary of the Inaugural Review Report*. April 17, 2023. <https://novascotia.ca/accessibility/docs/accessibility-act-review-report-summary.pdf>

- The Accessibility Directorate will increase meaningful engagement and relationship building with underserved and underrepresented communities, working in collaboration and coordination with government partners such as the OEA; L’Nu Affairs; African Nova Scotian Affairs; Labour, Skills and Immigration; Status of Women; and Acadian Affairs and Francophonie. The directorate will build on these relationships to increase the diversity of the Accessibility Advisory Board, and work with PPSBs to support the increased diversity of their accessibility advisory committees. These relationships will also inform the development of additional training for PPSBs and community partners on EDIA.
- The Accessibility Directorate will support the Accessibility Advisory Board to assess the honoraria provided to members of the board and standard development committees to ensure First Voice participants are appropriately compensated for their expertise and time.
- The Accessibility Advisory Board will include young people as a target population in its member recruitment campaigns. The Accessibility Directorate will explore opportunities across government and in communities to engage youth with disabilities in accessibility work.

3. Improve Communications and Broaden Community Engagement

Clear and consistent communications with Nova Scotians, and with our accessibility partners, about the importance of the Accessibility Act and our responsibility to advance accessibility is the foundation for effective action. PPSBs also need timely information, education, and guidance on their roles and responsibilities related to implementing their accessibility plans and complying with the six accessibility standards, when enacted.

Efforts to increase awareness and education are well underway. In April 2022, government launched the Access Includes Everyone public awareness campaign to help Nova Scotians learn how accessibility fosters inclusion. The campaign website launched a resource hub in May 2023 that has a variety of information and resources to help everyone prevent or remove barriers in organizations, workplaces, and communities.

In late 2022, the Accessibility Directorate travelled across the province and worked with PPSBs to photograph and profile Nova Scotians with disabilities, and to document success stories about making a difference. Almost 90 Nova Scotians participated in this initiative, from Annapolis Royal to We’koqma’q First Nation, from Liverpool to Sydney. The goal was to broaden representation and deepen Nova Scotians’ understanding of people with disabilities in this province.

Government will build on this work to further increase awareness of the Accessibility Act and all of the work being done to advance accessibility in communities, institutions, and sectors across this province. Several actions have already been taken, including:

- The Accessibility Directorate website now posts the development status of each standard area, which will be regularly updated.

- The Accessibility Advisory Board will have its own website where Nova Scotians can learn more about the board, its dedicated volunteer members, and the work they do to advise and make recommendations about accessibility to the Minister of Justice.
- The Accessibility Directorate website has a webpage dedicated to listing links to PPSB webpages where accessibility plans are posted.

Communications and engagement will increase over the next three years. Key focus areas include:

- providing public information and education about standards compliance and enforcement, beginning with built environment in 2024–25
- promoting and coordinating opportunities for Nova Scotians to give input into accessibility standards, and other ways they can become involved in implementing the act
- developing and delivering culturally relevant communications and engaging with underrepresented and underserved communities (including Indigenous people, African Nova Scotians and Persons of African Descent, newcomers, linguistic minorities, women, 2SLGBTQQA, seniors, and youth)
- increasing awareness and uptake of accessibility resources, tools, and information for PPSBs, businesses, and non-profit organizations

The effectiveness of the communications and engagement plan will be assessed as part of the 2026 review of the Accessibility Act.

Government will also take steps to ensure that the language being used in our day to day business reflects the changing nature of our understanding of disability. An Inclusive Language Guide is being developed related to equity and anti-racism. The objective is to provide a resource to government departments and offices that reflects current understandings and use of different terms that promotes diversity and inclusion and that recognizes the intersectional identities of Nova Scotians. The resource will be shared with other government departments and offices to inform all work of government.

4. Increase Capacity-building Supports for Prescribed Public Sector Bodies (PPSBs) and Other Sectors

Government was the first PPSB under the Accessibility Act, and we have since prescribed 107 additional public sector bodies under the act. They include all municipalities and villages, universities, the Nova Scotia Community College, regional libraries, Regional Centres for Education, Conseil scolaire acadien provincial, Atlantic Provinces Special Education Authority (APSEA), Nova Scotia Health and IWK Health Centre, Nova Scotia Museum, Nova Scotia Art Gallery, and Crown corporations. All PPSBs are required to develop and implement accessibility plans and update them every three years. They must also consult with people with disabilities when developing their accessibility plans, and develop and convene accessibility advisory committees made up of a minimum of 50 per cent people with disabilities or representatives of disability organizations.

PPSBs play a critical role in making Nova Scotian communities, organizations, and institutions accessible. Government values their leadership and has provided them with supports and tools to help them develop and implement their first accessibility plans. Accessibility Directorate staff provide ongoing guidance with plan development and implementation.

The Accessibility Directorate provides, at a minimum, quarterly information and learning sessions for PPSBs across the province. An online resource hub on the Access Includes Everyone website provides resources such as posters, social media posts, and profiles of Nova Scotians with disabilities that PPSBs can use in education and promotions. In spring 2023, the Foundations of Accessibility and Disability training module, which included information on ableism, privilege, and barriers, was piloted with PPSBs and included a train-the-trainer workshop. In 2023–24, the Accessibility Directorate offered additional train-the-trainer workshops, provided training materials in French, and developed a community of practice. The directorate also attended and delivered workshops and presentations at PPSB-related conferences, including the Association of Municipal Administrators of Nova Scotia, the Nova Scotia Library Association, and the Association of Nova Scotia Museums. Government also provided sector-specific support, such as grant funding to the Association of Municipal Administrators of Nova Scotia to hire an accessibility coordinator, and to post-secondary institutions to develop a common evaluation framework.

PPSBs are best positioned to work with people with disabilities in their communities and organizations to identify accessibility barriers and to take action to remove and prevent them. Government will increase the support we provide PPSBs so knowledge and skills among PPSBs match the actions required. Support for increasing attention to intersectionality and diversity is an important element of this work.

- In 2024, the Department of Communities, Culture, Tourism and Heritage will undertake a review of the Community ACCESS-Ability Program to support the implementation of PPSB accessibility plans. The Accessibility Directorate will continue to work with government departments to explore opportunities to include accessibility in other grant funding programs.
- The Accessibility Directorate will work with PPSBs to create and disseminate additional resources. In addition to ongoing support with awareness raising, training, and education, templates and guides will be created for developing and updating accessibility plans, for monitoring and reporting annually on progress, and for engaging with diverse communities.

Government also recognizes the importance of supporting other sectors doing accessibility work, including the non-profit sector. Many non-profit organizations, including non-disability specific organizations, are actively pursuing accessibility improvements in their events, communications, meetings, and infrastructure. They want to do more to make their services and programming accessible. Over the next three years, the Accessibility Directorate will work with its government partners to strengthen its relationship with the non-profit sector to understand their current capacity and learning needs. Resources developed for PPSBs and government will be shared widely.

5. Monitor Accessibility Improvements in Health Care, Justice, and Housing

Health care

Access to timely and quality health care is a major concern for many Nova Scotians with disabilities and is a top priority area of focus and investment for government.

Government expects many health-care related accessibility barriers will be prevented or removed through compliance with accessibility standards. The scope of work for standard development committees of the Accessibility Advisory Board now includes a requirement to consider barriers in the standard area that intersect with areas of health care, housing, justice, and income. The Goods and Services Standard Development Committee is developing standards that will apply broadly to all services, including health care, and may include recommendations to address organizational barriers, such as policies, practices, and procedures that discriminate against people with disabilities accessing services, and staff training on how to serve people who have disabilities and use accessible equipment. The information and communications standard is expected to help address the need for people with disabilities to have equitable access to communication, including American Sign Language interpreter services, assistive aids and devices, and digital accessibility.

Government, Nova Scotia Health, and IWK Health are also working together to implement a [Health Equity Framework](#) that includes removing barriers in the health-care system for people with disabilities. The framework makes the commitment to “collaborate with disability communities to ensure people with disabilities have equitable access to health services, and to address barriers related to technology, transportation, and the physical environment.”²

The Office of Addictions and Mental Health is creating universal mental health and addictions care. This work is underway and being accomplished through partnership with Nova Scotia Health, IWK Health, and the community and private sectors. Investments are being made, for example, in mental health day hospitals to expand access to intensive mental health support in communities across the province. Access Wellness is a new service that provides low barrier, single session appointments for individuals and families in need of brief counselling.

Changes have also been initiated in recent years in the province’s emergency care system. Accessibility and safety improvements have been made to the province’s ambulance fleet. In 2021–22, Emergency Health Services included a physician and nurse in its Medical Communication Centre. These practitioners directly engage with select 911 callers and give further virtual support and advice in matters of self-care and alternate health-care pathways. In 2024, additional professionals, such as social workers, will be integrated.

Government remains committed to assessing the need to develop a provincial accessibility standard for health care and continuing care, a commitment we made in Access By Design 2030.³ This assessment will be completed after standards for all currently identified standard areas have been enacted.

² Province of Nova Scotia. *Health Equity Framework*. <https://novascotia.ca/just/publications/docs/health-equity-framework.pdf>. July 2023.

³ Province of Nova Scotia. *Access By Design 2030: Achieving an Accessible Nova Scotia*. <https://novascotia.ca/accessibility/access-by-design/access-by-design-2030.pdf>. September 2018.

Justice

Work is also underway to remove and prevent accessibility barriers related to justice. The Department of Justice is leading over 20 commitments in the Government of Nova Scotia Accessibility Plan 2022-2025 with a focus on inclusive employment, goods and services, the built environment, and accessible information and communication. All Department of Justice buildings will be audited for barriers. The Department is building relationships with individuals and organizations representing underrepresented groups to advance accessibility, including persons with disabilities. Plans are underway to expand the Nova Ramp Up initiative, a partnership between Correctional Services, the Accessibility Directorate, and the John Howard Society, launched in 2022 in Pictou County, with the aim of improving the accessibility of small business and community organizations through the provision of temporary portable access ramps. Department-wide awareness and education initiatives and events which focus on accessibility and human rights are hosted throughout the year to broaden staff understanding on disability topics, how to support accessibility related inquiries and encourage action. Plans are underway for the Department to apply new practices for accessible meetings and social media and make information more accessible. Consideration of a justice accessibility standard will be made after all accessibility standards for currently identified standard areas have been enacted.

Affordable, accessible housing

Government knows there is a need for more accessible, affordable housing. The proposed amendments to the Nova Scotia Building Code Regulations, resulting from the Accessibility Advisory Board's Built Environment Accessibility Recommendations, will remove identified barriers in newly constructed or redeveloped multi-unit buildings.

The scope of the Built Environment Accessibility Recommendations did not include solutions to address the affordability of accessible housing. The province's Affordable Housing Development Program and the Disabled Residential Rehabilitation Assistance Program are designed to contribute to increasing the stock of accessible housing or to improve accessibility for homeowners and renters. Government recently announced joint provincial-federal funding to create 222 new rent-geared-to-income units, 80 of which will be accessible. The new housing will serve families, individuals and low-income seniors in rural and urban communities across Nova Scotia.

Beginning in 2025-26, the Accessibility Directorate will work with the Accessibility Advisory Board to establish a built environment housing working group that will assess accessible housing demand and existing housing initiatives designed to increase accessible housing availability and affordability, in line with the purpose and intent of the Accessibility Act. The working group will comprise a minimum of 50 per cent persons with disabilities or representatives from organizations serving persons with disabilities, as well as representatives of government departments and private and non-profit sector organizations working in housing and community housing.

The working group will submit a report to the Accessibility Directorate and to the Accessibility Advisory Board to inform any advice they provide to the minister regarding accessible housing. It will make specific comment on whether updates to the Built Environment Accessibility Standard, or to other accessibility standards, could be used to address the issue effectively; whether a housing standard is needed; and, if so, the recommended scope.

6. Strengthen Monitoring, Accountability, and Reporting

Monitoring and evaluating how the Accessibility Act is being implemented helps to celebrate progress and identify where improvements need to be made.

One example of monitoring is public opinion surveys. For the past five years, government has surveyed Nova Scotians about accessibility awareness. Almost 90 per cent of Nova Scotians know accessibility is a human right, but only slightly more than half know we have a goal to be an accessible province by 2030. Almost all (92 per cent) Nova Scotians recognize that disabilities can be invisible and visible, and four out of five Nova Scotians (82 per cent) recognize that accessibility barriers are more than accessing buildings and public spaces. These numbers have changed only slightly in the past few years, which tells us awareness in some areas is high, and more needs to be done.

Government will strengthen its monitoring, accountability, and reporting over the next three years, and the investment has begun.

- All 26 government departments have accessibility commitments in the [2022-2025 Government of Nova Scotia Accessibility Plan](#). The Accessibility Interdepartmental Committee, with representation from all departments, meets quarterly to discuss implementation. Progress is reported annually in the [Minister of Justice's Annual Report on Accessibility](#).
- In 2022–23, grant funding was provided to the Nova Scotia League for Equal Opportunity to develop an independent [quality of life index for people with disabilities](#). The index will be developed with an Advisory Council and it will include progress indicators related to the six accessibility standard areas. It will also include measures of well-being that are related to implementation of the *Human Rights Review and Remedy for the Finding of Systemic Discrimination Against Nova Scotians with Disabilities* technical report. The index and the baseline report will be published in 2024, and well-being indicators will be reported on regularly thereafter. It will be the first of its kind in North America.
- Work is underway on all six standard areas. Updated standards development timelines and information on progress is now published on the Accessibility Directorate's website and this information will be regularly updated.
- A webpage has been developed on the Accessibility Directorate website that provides links to PPSBs' accessibility plans. This will support information sharing and make plans easily available to the public.

Government released the [Compliance Framework under the Accessibility Act](#) in 2022. Monitoring for compliance will be conducted using a number of methods, including complaints or feedback from the public and inspections. As accessibility standards are enacted, beginning with the Built Environment Accessibility Standard, government will make available clear and accessible ways to file complaints, and all public complaints and inspections will be documented. Public reporting of non-compliance helps to support transparency and encourage compliance. Complaints made against the Government of Nova Scotia under the Accessibility Act and regulations will be treated in the same manner as complaints against other entities.

The Accessibility Directorate will continue to review and provide feedback to all PPSBs on their accessibility plans. Between 2024–25 and 2025–26, the directorate will:

- work with PPSBs and other government departments to develop an annual reporting template. The template will include the collection of information about membership on Accessibility Advisory Committees and engagement with diverse communities. It will complement the evaluation framework developed for post-secondary institutions in 2022, and a monitoring, evaluation, and learning tool for municipalities that is currently being created.
- work with PPSBs to develop ways for members of PPSB accessibility advisory committees to provide feedback on accessibility activities in their communities and organizations
- consult with PPSBs, their accessibility advisory committees, and related government departments on a number of areas, including additional opportunities to support accessibility advisory committees; representation on joint PPSB committees and the minimum number of members on advisory committees; ways to bring committee members together for information-sharing purposes; and whether regulatory changes would be helpful to support plan implementation and goal setting

Conclusion

Government remains strongly committed to implementing the Accessibility Act. This report summarizes the six areas in which government is taking action to address the recommendations Dr. Aubrecht made in her review of the Accessibility Act, including developing and enacting six standards by 2030; expanding First Voice involvement and using an intersectional approach; improving communications and broadening community engagement; increasing capacity-building supports for PPSBs and other sectors; monitoring accessibility improvements in health care, justice, and housing; and strengthening monitoring, accountability, and reporting.

Some of these actions are already completed and many are well underway. Others will be actioned over the next three years. The minister's annual report on accessibility will document the progress we've made implementing the actions described here.

Government continues to welcome the input and participation of all Nova Scotians as we work together to improve accessibility in our province.

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