

# Summary Report Accessibility Legislation Consultation





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# Minister's Message

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I want to thank the 7,000 British Columbians who provided their input and feedback during our recent consultation on proposed accessibility legislation. We undertook public consultation with the United Nations principle of 'nothing about us, without us.'

For too long, I've heard from people with disabilities who feel disenfranchised by policies that are ineffective because they were not developed with a lens on accessibility. During the consultation period, I had the privilege of attending 10 community meetings around the province and one virtual townhall. The number one concern I heard in these meetings was the need to go beyond simply educating and raising awareness about people with disabilities and create a culture of inclusion where barriers are eliminated, and everyone feels welcome.

There are more than 926,000 British Columbians with some form of disability – representing almost 25% of the population (2017). As our population ages, the number of people with disabilities and the severity of their disabilities are likely to increase, underlining the need for British Columbia to develop its own accessibility legislation. We will be proceeding to draft legislation for introduction over the next year. The input received through the consultation process will be invaluable in shaping the B.C. legislation. It will also complement the recently passed Accessible Canada Act.

Again, I want to thank everyone who provided their ideas and input during the consultation period and look forward to introducing legislation that we can all be proud of.



Shane Simpson  
Minister of Social Development and Poverty Reduction

# Section 1: Introduction

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The Government of British Columbia is committed to developing new accessibility and inclusion legislation that will work to identify, remove and prevent barriers that impede the full participation of people with disabilities in their communities. Province-wide public consultations on the development of proposed legislation were held between Sept. 16 and Nov. 29, 2019.

The ***British Columbia Framework for Accessibility Legislation*** served as a guiding document for these public consultations. The Framework proposes a legislative model informed by the principles in the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and which complements the Accessible Canada Act (ACA). Additionally, the framework recognizes the importance of legislation based on the principles of inclusion, adaptability, diversity, collaboration and self-determination.

The proposed legislation would guide the development, implementation and enforcement of accessibility standards and would draw on the expertise and experience of people with disabilities. Accessibility standards could cover a variety of areas such as service delivery, education, employment, housing and the built environment, information and communication and transportation and would rely on having the appropriate mix of incentives, compliance and enforcement tools.

Citizens were asked to comment on the proposed model and scope of the legislation, principles and governance structures needed to help ensure that the legislation's objectives are met.

This report summarizes feedback received through community meetings, independent community conversations, a virtual townhall, the online questionnaire, phone calls and e-mails.

A copy of the online questionnaire is attached as Appendix 1.

# Section 2: Engaging with British Columbians

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## Participation

Thousands of British Columbians shared their ideas, personal experiences, stories of struggles and successes living with disabilities and navigating barriers to access and inclusion. Family members and supporters of people with disabilities also shared their thoughts and ideas for a better B.C.

Feedback came from across the province and from people of all ages. In total, there were more than 23,700 visits to the accessibility engagement website ***Accessibility through Legislation*** between Sept. 16 – Nov. 29, 2019.



- ✔ Nearly **500** people attended 10 regional community meetings held in Prince George, Fort St. John, Terrace, Kamloops, Penticton, Nelson, Comox, Surrey, Vancouver and Victoria.
- ✔ **6,352** people filled out the online questionnaire with **3,776** identifying as having a disability
- ✔ **57** people attended a virtual town hall
- ✔ **765** emails and ASL video comments were sent to ***engageaccessibility@gov.bc.ca***
- ✔ **37** people called the Ministry's toll-free telephone number
- ✔ **75** independent community conversations were supported throughout the province



## ➤ **Accessibility Legislation Consultation Advisory Committee**

To support the engagement, the Ministry of Social Development and Poverty Reduction also sought advice from the Accessibility Legislation Consultation Advisory Committee. This 14-member committee was formed with representatives from Barrier Free B.C., B.C. Aboriginal Network on Disability Society, B.C. Chamber of Commerce, B.C. Federation of Labour, B.C. Native Women's Association, Canadian Mental Health Association – B.C. Chapter, Communication Assistance for Youth and Adults, Council of Senior Citizens' Organizations of B.C., Disability Alliance of B.C., Greater Vancouver Association of the Deaf, Inclusion BC, Presidents Group, Rick Hansen Foundation, Spinal Cord Injury B.C., Union of B.C. Municipalities. The committee helped provide leadership and guidance during the consultation process. These organizations offered advice to ensure that as many British Columbians as possible had their voices heard during this process.

# Section 3: Key Themes

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## Why Legislation Matters

### ***Breaking Down Barriers***

During the consultation, people shared stories about the challenges that they experienced and the barriers that they faced everyday including physical, social, environmental, attitudinal, financial and communication and information-related. People were on the need for universal design, and that the definition of “disability” needs to be broad and inclusive and consider the full range of disabilities people experience – whether short-term, episodic or chronic. People with invisible disabilities including those with brain injuries, learning disabilities, mental health challenges, on the autism spectrum, also expressed the challenges they face in having their accessibility needs met.

Over 60% of survey respondents stated that they faced barriers to accessibility and inclusion in their daily life. Barriers to accessibility often profoundly impacted the ability of people with disabilities to be full participants in their communities. We heard about the importance

of legislation designed to help to identify and remove barriers with the overriding goal being to ensure the participation of people with disabilities.

People described the positive benefits of creating more accessible communities for everyone including people with strollers, children and seniors. Removing barriers and creating accessibility for all was emphasized as an important goal in creating an inclusive B.C.

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**“I have invisible disabilities. Everything I do has a barrier but because no one can see my disabilities it’s hard to get accommodations.”**

**“I would like to see this government start a cultural change in youth who are now in school around hidden disabilities such as ADHD, anxiety and some forms of physical disabilities such as autoimmune disorders. As a culture, our conversation is focused on what someone's physical challenges are (i.e. needing an access ramp) but there is a growing need to accommodate neurodiversity (such as having quieter workplaces).”**

## ***Advancing Human Rights***

People shared the importance of the legislation in building on the human rights of British Columbians to ensure respect for the inherent dignity of the individual. Participants were clear that it is critical for new legislation to reflect the commitments set out in the UNCRPD, the principle of “nothing about us, without us” and to advance the rights of people with disabilities. Participants also highlighted the importance of adopting a broad and comprehensive approach – one that recognizes and responds to individual needs and helps to ensure the necessary resources are available. The importance of the legislation in identifying and removing barriers in a systemic way rather than barriers being removed in response to individual complaints was also identified as a key priority by those who participated.

**“There should also be a place where people with disabilities who are experiencing discrimination in the workplace can get help and guidance . . .”**


## ***Promoting Fairness and Equity***

People with disabilities are diverse in terms of their experiences, backgrounds and needs. The importance of considering the diversity of people's experiences in developing standards and the expertise that people with disabilities bring to the table was highlighted by many during the consultation. People expressed that equity and equal access to opportunities is a key component of accessibility and a fundamental part of inclusion.

Through the community events, participants also talked about the importance of ensuring that geographic differences are considered including equitable access to resources. Participants in the virtual townhall stated that a strong understanding of the diversity of people with disabilities as well as the intersectionality of experiences needs to be considered in developing accessibility legislation. Participants noted that individuals with disabilities come from a broad range of backgrounds and experiences and that this can play a role in terms of their access to opportunities. Many of those who participated in the community meetings and/or provided feedback through the consultation process spoke to the sense of stigma or judgement they face and the challenges this creates in terms of inclusion and participation.

We heard from people about the importance of considering the diversity of people's experiences when developing committees and consulting to ensure that all British Columbians have an opportunity to participate in ways that are meaningful to them and their family members. This includes having representation from a broad cross-section of individuals and organizations from across the province to continue the conversation and to ensure that the voices of people with disabilities are heard. This means ensuring that people with disabilities from a wide-range of backgrounds and experiences are included in helping to shape the legislation and guide its implementation.

We heard that to achieve equitable inclusion the legislation needs to have a broad definition of disability. People identified many different types of limitations or challenges including physical, mental, intellectual, cognitive, learning, communication and sensory, as well as temporary, permanent or episodic. The full range of disabilities and experiences needs to be considered when developing the legislation and related governance structures.



**“Disabled individuals MUST be in the forefront of creating and implementing change. Giving voice to marginalized individuals is truly the only way to become inclusive and accessible. Abled individuals can never have the full capacity to understand the various challenges faced on a daily basis. And the pool of disabled individuals needs to be intersectional and diverse as well, as there are so many complex factors and differences in need.”**

**“As a racialized person and 1.5 generation immigrant it is key to me that anything developed be done so in an intersectional way, to include gender, race, class and sexual orientation in addition to ability. This may mean working with existing communities or organizations to model inclusion or discuss change.”**



# What Accessibility Legislation Could Look Like

## ***Standards Development***

British Columbians were clear that standards needed to be developed collaboratively between persons with disabilities, other experts and key stakeholders and partners. More than 85% of people responding to the survey felt that it was important or very important for people with disabilities to have a voice in the process of legislation and standards development. We heard that the principles of universal and adaptive design should help guide and inform the development of accessibility standards with the principles of universal design helping to ensure that the structure of the built environment can be accessed and used to the greatest extent possible by as many people as possible regardless of their age or ability. We also heard from people across the province about the importance of making sure that people with disabilities are involved in the development of standards.

The Framework for Accessibility Legislation suggested that accessibility standards could be developed in a variety of areas including:

✔ **Service delivery such as health services, customer services, education and retail.**

Lots of people noted that this was a large category and that it might work more effectively to break it into discrete areas of focus. For example, some participants suggested that it might be beneficial to have a separate area of focus for health and education. Within the area of service delivery, participants also noted that training for staff engaged in service delivery should be considered to help ensure positive communication and break down barriers. People also emphasized the importance of ensuring public events were delivered in an accessible way.

✔ **Employment including hiring and retention.**

During the consultation process people noted that access to employment is integral to inclusion and that suitable employment opportunities are needed to ensure that people with disabilities have access to the types of jobs and opportunities that take advantage of their skills, talents and abilities and that are meaningful to them. Many people with disabilities described difficulties accessing opportunities for

meaningful employment as well as described difficulties in securing the accommodations that they needed in the workplace to ensure their success. People also described the importance of flexibility in terms of the different potential arrangements designed to meet the needs of the individual and the business including employers considering part-time options, job-carving (reassigning certain aspects of a job to modifying or creating a new job for a person with disabilities).

- ✔ **Built environment such as entranceways, parks, sidewalks, and parking.** There was a lot of discussion about the inaccessibility of the built environment and the need for universal design. People described “curb cuts” that don’t line up with the sidewalk, ramps leading to doors without automatic openers as well as accessible washrooms that are not accessible. People emphasized the importance of working to remove barriers and to creating equitable access to spaces to ensure that they can be used by everyone. Participants talked about all of the different aspects of accessibility including the importance of on-going maintenance, signage and wayfinding as well as interior design. People shared stories of furniture that created barriers in otherwise accessible spaces and accessible washrooms blocked by maintenance supplies.


People also shared their difficulty in finding suitable affordable, accessible housing. Accessible parking was also an issue that was frequently identified both in terms of the quality and nature of the spaces available as well as the need for better enforcement.

- ✔ **Information and communication, for example websites, print materials, emergency information.** At many consultation events people shared their frustration with access to information and the fact that many websites are not accessible. This has created barriers for many people with disabilities in terms of their access to information and services. People also noted the importance of having information available in a range of formats to ensure accessibility for all users. For example, ASL users provided an insight into the difficulties they faced with accessing interpreters and having information in ASL. As well persons who were blind spoke to the importance of having access to information in braille or in an accessible word format. The complexity of the information was also highlighted as a barrier for some with participants at some of the community meetings suggesting that there is the need for additional resources to support people to gain access to the information and services that they need.

- ✔ **Transportation, for example buses, ferries and taxis.** People spoke to the importance of access to transportation services and shared their frustration with not being able to access the services that they need. This included the need for staff training as well as the need to book well in advance to have access to the services that they need. People also talked about the importance of access to transportation both in terms of getting to important appointments and services as well as in terms of the role that access to transportation plays in promoting and enabling true inclusion. Many participants also emphasized the importance of training, transportation providers so that they were able to safely secure wheelchairs or support individuals with communication barriers.

Most people (87%) responding to the survey said that all five of these areas were important.





**“Individuals with intellectual disabilities and seniors are often asked to provide information or seek information on-line which is not always accessible because of barriers in the use of technology. This is especially an issue when trying to access health care communication.”**

**“Elevator buttons should be lower so reachable by wheelchair users and also with braille for those sight impaired.”**

**“Simplifying accommodations such as needing an interpreter or assistance device in order to be included in the work place or to access services. Less hoops to jump through, more streamlined processes to get what is needed.”**

**“I feel that education shouldn’t be lumped in to another category. Accessible education that is designed to help struggling students is so important. It sets the stage for children to grow into adults who can function independently.”**

## **Governance**

People with disabilities, service organizations and businesses all highlighted the importance of having a single point of contact for questions, queries and complaints regarding the legislation. The need for oversight of the legislation was emphasized at the virtual townhall as well as in-person consultation events. Participants emphasized that any governance structure should draw on the expertise and include people with lived experience of disabilities. This includes ensuring that people with a diverse range of experience and different types of disabilities participate in the development of standards to support inclusion.

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**“We need a centralized group to provide oversight, governance and guidance, and the group MUST BE properly staffed and funded. You cannot expect us to adhere to accessibility standards and guidelines if the supports are not in place to help us address the uphill battles when they occur – and they always do.”**

**“There needs to be diverse representation at the decision-making level.”**

## ***Compliance, enforcement and incentives***

During the engagement process, we heard about the importance of ensuring that the legislation could be implemented. We heard lots of great ideas about how to encourage and support individuals and organizations including ideas about the type of enforcement mechanisms. Ideas for potential incentives and measures included tax incentives or resource hubs where individuals and organizations could access appropriate information and support. There were also important discussions around possible training programs or certification programs as well as thoughts about ways to build on best practices and leading practices within government.





Over three-quarters of survey respondents stated that funding programs to support accessibility should be introduced to support compliance with new accessibility legislation. Survey respondents ranked the importance of suggestions for compliance in the following order:

- 1.** Funding programs to improve accessibility (**77%** of respondents)
- 2.** Creation of support, training, and/or resources for organizations (**67%** of respondents)
- 3.** Accessibility inspections (**63%** of respondents)
- 4.** Accessibility plans and progress reports (**58%** of respondents)
- 5.** Monetary penalties (**43%** of respondents)
- 6.** Creation of accessibility awards for people and organizations (**39%** of respondents)

During the in-person consultation meetings, we heard about the need for new accessibility legislation to provide support, training, education and public awareness to help to create a culture of inclusion. We also heard about the difficulty of enforcing current laws and some of the challenges that this has created for people with disabilities. People shared their personal stories about the type of stigma and judgement that they face as well as the challenges that they experience in having their rights respected. This included everything from access to employment and other opportunities through to gaps in the current legislative framework around accessible parking.





**“The new legislation needs to have teeth.”**

**“An approved accessibility certification/ membership for organizations/companies to join that promotes exceeding minimum standards, such as WorksafeBC's COR certification. Membership could be an advantage or requirement when applying for funding, bidding on contracts, or seeking permits.”**

**“Ensure that legislation is supported by reasonable enforcement action for non compliance. There must be a framework to hold organizations accountable for failing to meet legislated accessibility requirements from day 1. It would start with education and opportunities to fix the issue, but must quickly proceed to enforcement/ penalties for non compliance. Financial penalties are appropriate given what is at stake by being non compliant (exclusion).”**

## Cultural Change

During the engagement process we heard that legislation needs to be an important part of a broader accessibility strategy and that the goal is to help to bring about and support cultural change. People shared their ideas about the types of measures needed to support a culture of inclusion.

### ***Education and awareness building***

Education and awareness were emphasized as an integral part of a broader approach to accessibility and inclusion. Suggestions to help to build increased awareness and understanding included:

- ✓ Increased visibility of people with disabilities in the media
- ✓ Public education campaigns
- ✓ Ensuring that people with disabilities are reflected in the government's priorities and have opportunities to participate in the development of the legislation
- ✓ The development of targeted education and training programs for different professions that provide service to the public


- ✓ Ensure opportunities for integration in schools and university education programs
- ✓ Celebrate accessibility champions
- ✓ Empathy and sensitivity training

**“Many disabilities are invisible. Public education programs to change attitudes. There is a stigma against being disabled that perceives us as being a burden on tax payers especially if these are not visible.”**

**“There needs to be a cultural change that starts with government.”**

### ***Inclusion – beyond accessibility***

Across B.C., people emphasized the need to go beyond just removing barriers to create meaningful inclusion. People emphasized the importance of universal design of public spaces as well as the development of cultural programs and sports and recreation activities that help to promote and support a true culture of inclusion and that help to ensure that our communities are accessible to all.




**“I do not want people to continue being inspired and surprised that I take part in normal activities. Promote para sports or art ventures.”**

**“It’s about changing our culture to include people who have accessibility challenges as part of the core group, not as an add-on.”**

### ***Government leading the way***

People shared that government must lead the way in creating a culture of inclusion and should develop accessibility and inclusion strategies for employment. During the consultation, people shared the importance of government services and information being accessible. People described the importance of removing physical barriers to government offices and ensuring that BC Public Service staff understand accessibility and are aware of appropriate supports. People also emphasized the importance of continuing to work collaboratively with key community partners and stakeholders in a way that recognizes and reflects a commitment to the idea of “nothing about us, without us”.



**“I think change needs to come from the top. For example, I recently was in my local emergency room and there was no space for a wheelchair user to be positioned without impeding traffic. No chairs could be moved because they were bolted to the wall. It just highlighted to me how if government provided facilities are not accessible then it isn't surprising that there are still challenges in private sector facilities.”**

**“I also wish that the government made an effort to increase employment opportunities for people with disabilities. I have been struggling to find an employment opportunity for the past five years despite having a degree and a post-baccalaureate diploma.”**

## ***Consistency across jurisdictions***

People emphasized the importance of collaboration in creating accessibility. We heard that all provincial government ministries need to work together, as well as working with federal and municipal partners, to make B.C. accessible. People shared with us their excitement at having provincial legislation to complement federal efforts (***Accessible Canada Act***) to promote inclusion and accessibility.

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**“Harmonization of legislation. Provincial and municipal legislation should not confound accessibility standards (i.e., the Strata Act, municipal parking by-laws).”**





# Section 4:

## Next Steps/Conclusion

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Through the many meetings, in-person and virtual, as well as the feedback received from the independent community conversations, we heard that British Columbians strongly support the development of accessibility legislation as outlined in the Framework for Accessibility Legislation. We also heard that more needs to be done to move towards a province that is inclusive of all people. We want to thank everyone for taking the time to participate and for sharing their ideas, passion and commitment. Whether it's the need for more education and awareness about the challenges that people with disabilities face, or the need for more inclusive and universal design in the way we plan our communities or in the way that services are delivered the ideas and feedback are invaluable. To make this a reality however as a Province we must continue to work toward developing and adopting leading practices in the areas of employment, transportation, housing, health care, education, the built environment as well as in the area of service delivery (public and private).

The input and feedback we heard through the public consultation will be considered by the B.C. Government and help inform the development of new accessibility legislation. As well, the B.C. Government will continue to engage with persons with disabilities, local governments, Indigenous peoples and key stakeholder groups and organizations in developing standards and subsequent regulations.



# Appendix 1: Accessibility Legislation Questionnaire

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People had the opportunity to complete the online questionnaire during the consultation period – Sept. 16 to Nov. 29, 2019.

## 1. Do you face barriers to accessibility and inclusion in your daily life? [single select]

- Yes
- Someone who is close to me faces barriers on a regular basis.
- No
- Unsure

**1a. Optional:** In a few sentences, please describe your experiences with accessibility and inclusion. Please do not include any information that would identify yourself or others. [1000 character open text box]

**2. The province of British Columbia is developing new accessibility legislation that would allow for the creation of accessibility standards. These standards could cover a variety of areas including:**

- Service delivery (e.g. health services, customer services, education)
- Employment (e.g. hiring and retention)
- Physical environment (e.g. entrance ways, parks, sidewalks, parking)
- Information and communication (e.g. websites, print materials, emergency information)
- Transportation (e.g. bus, ferries, taxis)

Please rank these areas in terms of their importance to you or those close to you. [rating, scaled response – Not at all Important to Very Important]

**2a. Optional:** Are there other areas of accessibility and inclusion that are important to you?  
Please tell us more. [500 character open text box]

**3. Of the options below, which measures do you think should be introduced to ensure individuals, public and private organizations comply with new accessibility legislation? Select all that apply.**

[multiple choice response – check all that apply]

- Accessibility plans, and progress reports
- Monetary penalties
- Accessibility inspections
- Creation of support, training, and/or resources for organizations
- Creation of accessibility awards for people and organizations
- Funding programs to improve accessibility
- Other, please specify: [1000 character open text box].

**4. Please indicate how important you consider each of the following to be for this legislation to be effective:** [rating, scaled response – Not at all Important to Very Important]

- Timelines (e.g. I would like new legislation and standards to happen quickly)
- Involvement of people with disabilities (e.g. I would like people with disabilities to have a voice in this process of legislation and standards development)
- Involvement of organizations who support accessibility and inclusion (e.g. I would like accessibility experts and community organizations to be consulted as part of this process of legislation and standards development)
- Alignment with accessibility legislation and standards outside of British Columbia
- Tools to support general culture change around accessibility

**5. In addition to creating accessibility legislation in B.C., what else can we do to support accessibility in our province? Do you have any additional comments?** [1000 character open text box response]

**6. Thank you for completing this survey. During this public consultation, the province of B.C. will be offering multiple ways for citizens to provide feedback. What other ways do you plan to participate in this process?** [multiple choice response – check all that apply]

- Attending the online virtual townhall on accessibility legislation
- Attending in-person community meeting on accessibility legislation
- Preparing a written submission on my preferences and how this legislation will affect me
- I am unsure whether I will participate further
- I do not plan to participate further

# Appendix 2: List of Submissions

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Submissions are available online at <https://engage.gov.bc.ca/accessibility/written-submissions/>

The following organizations made formal written submissions during the public consultation period:

- ✓ Amalgamated Transit Union
- ✓ AODA Alliance
- ✓ B.C. Government Employees Union
- ✓ B.C. Housing Management Commission
- ✓ B.C. Hydro
- ✓ B.C. Public Service Employee Accessibility Advisory Council
- ✓ B.C. Schizophrenia Society
- ✓ B.C. School Trustees Association
- ✓ B.C. Spinal Cord Injury Network
- ✓ Beacon Community Services
- ✓ Broadbent Institute
- ✓ Canadian Association of Occupational Therapists B.C.
- ✓ Canadian Federation of the Blind
- ✓ Canadian Homebuilders Association



- ✓ Canadian Life and Health Insurance Association
- ✓ Canadian Mental Health Association B.C.
- ✓ Canadian National Institute for the Blind
- ✓ Centre for Accessible Post-Secondary Education Resources B.C.
- ✓ Community Legal Assistance Society
- ✓ Douglas College
- ✓ First Nations Health Authority
- ✓ Heritage BC
- ✓ Hidden Mobility Disabilities
- ✓ Huntington Society
- ✓ Inclusion B.C.
- ✓ Information Technology Association of Canada and Information Technology Industry Council
- ✓ International Collaboration on Repair Discovery
- ✓ Lyft
- ✓ March of Dimes Canada/Stroke Recovery Association of B.C.
- ✓ Multiple Sclerosis Society of Canada
- ✓ Myalgic Encephalomyelitis and Fibromyalgia Society
- ✓ National Institute of Disability Management and Research
- ✓ Nidus
- ✓ North Shore Advisory Committee on Disability Issues
- ✓ Presidents Group
- ✓ Prisoners' Legal Services

- ✓ Provincial Resource Centre for the Visually Impaired and the Accessible Resource Centre B.C.
- ✓ Realwheels
- ✓ Rick Hansen Foundation
- ✓ School District 74
- ✓ Simon Fraser University Student Society
- ✓ Surrey Board of Trade
- ✓ The War Amps
- ✓ TransLink
- ✓ Travel For All
- ✓ Vancity
- ✓ VocalEye
- ✓ Voice of the Cerebral Palsied of Greater Vancouver
- ✓ Wavefront Centre for Communication Accessibility
- ✓ The following local governments made submissions:
  - ✓ City of Vancouver
  - ✓ City of Victoria
  - ✓ Union of British Columbia Municipalities (UBCM)
  - ✓ Village of Cumberland

# Appendix 3: Organizations and local governments that received funding to host independent community conversations

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The following organizations received funding to support the Independent Community Conversations and prepared submissions:

- ✓ Autistics United Canada - Neurodiversity Listening Society
- ✓ BC Coalition of Guide Dogs/Canadian Council of the Blind
- ✓ BC People First
- ✓ BC Poverty Reduction Coalition
- ✓ Beacon Community Services
- ✓ Beta Collective/Greater Vancouver Association
- ✓ Canadian Hard of Hearing Association – BC Chapter
- ✓ Campbell River and District Association for Community Living
- ✓ Capilano Students' Union
- ✓ Chilliwack Society for Community Living
- ✓ Citizens for Accessible Neighbourhoods (CAN)
- ✓ Community Connections
- ✓ Community Council CLBC (Community Living BC)
- ✓ Coquitlam Public Library

- ✔ Disability Alliance BC
- ✔ Embers Eastside Works
- ✔ Footprints Centre Neil Squire Society and Penticton Indian Band
- ✔ Fostering Change (First Call BC)
- ✔ Greater Victoria Coalition to End Homelessness
- ✔ Greater Vancouver Association of the Deaf
- ✔ Greenwood Board of Trade
- ✔ Hilary Marks (self advocate)
- ✔ Independent Living Centre (Vernon)
- ✔ Individualized Funding Resource Centre Society
- ✔ Inclusive Leadership Cooperative
- ✔ Kickstart Disability Arts and Culture
- ✔ Langley Community Services Society
- ✔ Lower Similkameen Community Services Society
- ✔ Lu'ma Native Housing and Health Society
- ✔ New Westminster and District Labour Council
- ✔ Mayne Island Assisted Living Society
- ✔ North Island Metis Association
- ✔ Okanagan Regional Library
- ✔ Osoyoos Accessibility Committee\ Pacific  
Autisum Family Network

- ✔ People in Motion (Kelowna)
- ✔ Pivot Legal Society
- ✔ Princeton & District Community Services Society
- ✔ Richmond Centre for Disability (RCD)
- ✔ Salt Spring Community Alliance Society
- ✔ Sooke Region Communities Health Network
- ✔ Sechelt Public Library
- ✔ Semiahmoo House Society (Uniti)
- ✔ Spectrum Society for Community Living
- ✔ Spring Hawes (self advocate)
- ✔ Square Peg Society
- ✔ Steps Forward
- ✔ The Disability Foundation
- ✔ UBC Faculty of Medicine Department of Occupational Science and Occupational Therapy
- ✔ University of the Fraser Valley Teaching and Learning Centre
- ✔ University of Victoria Students' Union
- ✔ Unique Get Together Society
- ✔ Unity Centre Association for Black Cultures (UCABC)
- ✔ West End Seniors Network

The following local governments hosted independent community conversations:

- ✓ Town of Gibsons
- ✓ District of Mackenzie
- ✓ City of Maple Ridge
- ✓ City of Powell River
- ✓ City of Surrey, Support Services and Accessibility



