



# Municipality of Brockton Multi-Year Accessibility Plan 2026-2030



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## Executive Summary

The Municipality of Brockton Multi-Year Accessibility Plan 2026-2030 sets out the actions the Municipality will take to comply with the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA). It also describes the ongoing efforts to identify, remove and prevent barriers while enhancing accessibility for individuals with disabilities. Building on the achievements of previous plans, it continues to implement Provincial requirements aimed at creating a more accessible and inclusive Ontario.

## Statement of Commitment

The Municipality of Brockton is dedicated to ensuring that individuals of all ages and abilities have equal opportunities to live, work, play, visit and invest in our community. We strive to foster a compassionate, inclusive, and respectful environment where municipal programs, services and facilities are available to everyone. Our objective is to provide accessible services for both the public, and our employees.

The Municipality remains proactive in identifying and removing barriers to accessibility, continually working to enhance the quality of life for Brockton residents while fostering a community that supports people of all ages and abilities. The Multi-Year Accessibility Plan reflects and reinforces our ongoing commitment to creating a more accessible and inclusive Municipality.

## Strategic Action Plan:

In 2021, the Council of the Municipality of Brockton adopted a Strategic Action Plan, translating broad community goals and strategies from the 2013 Plan into specific initiatives for implementation over the next five (5) years. The plan considered changes that our community experienced, including new opportunities and the continuation of delivering quality services to residents and businesses. The vision outlined in the strategic plan supported continuation of the efforts to reduce barriers in our community.

There were specific goals that supported the ongoing work to reduce barriers for all those with disabilities in the community as shown below:

- Scanning and digitizing historical archives and artifacts for public viewing.
- Implement a community “Walkability” plan, incorporating findings from the Master Recreation Plan, including:
  - The standard of maintenance of sidewalks, trails, and accessibility features for all ages, including identifying specific trails as year-round for maintenance purposes.
  - Upgrades to the trails.
  - Encouraging new developments in Walkerton to provide pedestrian connections to the downtown and interconnection with existing parks and trails.
- Initiate planning for a new recreation centre.
- Develop more activity programming for all ages.
- Increase the availability and renewal of playground equipment throughout Brockton.
- Continue to engage with and assist local organizations, the County, local employers, the Saugeen Mobility and Regional Transit (S.M.A.R.T), Grey Transit Network and/or other levels of government enhance public transportation.
- Update Brockton's online development portal for ease of access to information.

- Look at communication alternatives to ensure engagement is effective – develop a Brockton App, website improvements, customer service delivery improvements.
- Review and expand our policy on working remotely.

Each term, Council sets priorities when determining the annual budget, using the strategic plan as a guideline to ensure continued alignment of goals.

A new Strategic Action Plan may be considered in future years. At this time, the Municipality is finalizing the remaining goals from the 2021-2025 Strategic Plan and will incorporate Council's priorities once their new term begins, following the 2026 Election.

### **Annual Budget:**

The Municipality's annual budget aligns with the community's vision and Council's priorities to achieve required results. The basis for the development of the Municipality's annual budget is the Strategic Action Plan.

Most projects that are designed to reduce barriers within Municipal facilities are identified in the annual budget; either as capital projects or operational projects. The budget, along with related by-laws and policies, provides Council-directed authority to staff to undertake these projects or provide ongoing services.

### **Guiding Planning Documents:**

The Official Plan contains Council's objectives and policies to guide the short-term and long-term physical development of all lands within the boundary of the Municipality. The Official Plan seeks to balance the goals of economic prosperity, community vitality, environmental responsibility, enriched cultural identity and infrastructure sustainability.

The Municipality updated its Official Plan in early 2026, implementing Council and community priorities respecting growth and development within Walkerton, and conforming with the Provincial Planning Statement 2024 and the Bruce County Official Plan. The updated Official Plan encourages affordable housing and accessibility enrichments.

The Municipality also updated its Community Improvement Plan (CIP) in early 2026 to encourage the development of multi-unit residential and affordable housing projects. The CIP provides a framework to encourage and support the redevelopment of vacant, underutilized and/or inaccessible properties and buildings, while recognizing the importance of supporting destination infrastructure and active transportation throughout the municipality, and key industries as they adapt to a post-pandemic economy with incentives through the County's Spruce the Bruce program.

The CIP continues to incentivize businesses to enhance accessibility with initiatives such as storefront improvements (ramps, etc.), investigate accessibility grants to rehabilitate existing apartments, and research other accessibility enhancements that can be explored in Walkerton and further expanded throughout Brockton.

## Accessibility Advisory Committee

The Brockton Accessibility Advisory Committee was formed in 2022 to comply with the Accessibility for Ontarians with Disabilities Act, 2005, which requires every municipality having a population not less than 10,000 to establish an Accessibility Advisory Committee.

The Accessibility Advisory Committee is responsible for making recommendations to Council that considers the needs and rights of persons with disabilities and assures maximum integrated accessibility for all citizens.

The Accessibility Advisory Committee fulfills the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 by providing vision and advice to the Council of the Municipality of Brockton to create an accessible and inclusive community.

### Accessibility Advisory Committee Vision Statement

Working to build a strong community where every single person, regardless of ability, has an equal opportunity to participate, contribute and experience a sense of belonging.

Our vision for accessibility, which sets us apart from all neighboring municipalities, is to create an inclusive and equitable community where everyone, living or visiting and regardless of abilities, can fully participate, contribute, and thrive. Our vision encompasses the following key principles:

1. **Inclusion:** We envision a community where every individual feels valued, respected, and included. We actively work to break down barriers and ensure that no one is left behind.
2. **Education and Awareness:** We strive to raise awareness about accessibility issues. By educating our community, we foster empathy, understanding, and a commitment to positive change.
3. **Universal Design:** Our goal is to design spaces, services, and programs that are accessible to all from the outset. We prioritize universal design principles to create environments that accommodate diverse needs.
4. **Collaboration:** We recognize that achieving accessibility requires collective effort. We collaborate with community members, organizations, and experts to develop and implement effective solutions.
5. **Continuous Improvement:** Our vision extends beyond compliance. We continuously evaluate our practices, seek feedback, and adapt to evolving needs. We celebrate progress and learn from challenges.

Together, we will work to build a community where everyone has equal opportunities and experiences a sense of belonging.

## Multi-Year Accessibility Plan Overview

The 2026-2030 Multi-Year Accessibility Plan describes the measures that the Municipality of Brockton has previously taken, and the measures that will be taken in the four (4) years to identify, remove and prevent barriers to persons with disabilities who use the facilities and the services of the Municipality. The 2026-2030 Multi-Year Accessibility Plan has been prepared in accordance with the requirements of the *Ontarians with Disabilities Act, 2001* and the *Accessibility for Ontarians with Disabilities Act, 2005*.

The 2026-2030 Multi-Year Accessibility Plan includes actions and processes by which Brockton has identified, removed, or prevented barriers, as well as priorities of our Accessibility Advisory Committee, the monitoring process for the Plan, and how these initiatives will be communicated to the public.

### Accomplishments:

The Municipality’s previous Multi-Year Accessibility Plan introduced our commitment to sustainable implementation of the AODA Integrated Accessibility Standard Regulation (“IASR”). A large number of AODA and IASR provisions were put into practice throughout 2014-2025, as improvements were made to provide programs, services, and facilities for people with disabilities.

### Accessibility Advisory Committee

The Accessibility Advisory Committee (AAC) hosted an Accessibility Educational Workshop with Julie Sawchuk on September 11, 2024 inviting residents, business owners and service clubs to learn more about how to create more accessible environments.



The AAC advocated for the relocation of an accessible parking spaces in front of the Post Office/Municipal Office and the addition of another accessible parking space at Sacred Heart Parish in Walkerton. Additional parking spaces were also created at the Walkerton Community Centre, Market Garden park, and Walkerton Centennial Park to accommodate individuals accessing the arena, pool, tennis/pickleball courts, and splash pad.

The AAC participated in tours of Municipal facilities, including a tour of the Walkerton Community Centre with Julie Sawchuk, which later resulted in the creation of an accessible washroom.

The AAC created a proposal for an Accessibility Awareness Ambassador Program in May 2025, to be launched as a community-led initiative aimed at promoting inclusivity, raising awareness of accessibility challenges, and encouraging local engagement on accessibility improvements within the Municipality of Brockton. This program will involve key stakeholders, including municipal representatives, service clubs, and youth, in outreach and education initiatives that benefit the entire community. The AAC is finalizing development of the program with plans for implementation and recognition within these next four (4) years.

The AAC hosted an Accessibility Awareness Day on July 11, 2025 visiting businesses in downtown Walkerton to provide information on accessible features and raise awareness on improvements that could be made to enhance the experience for individuals with a disability.

Reviews from the Accessibility Committee were posted on [www.AccessNow.com](http://www.AccessNow.com), a website and app displaying accessible places in communities.



The AAC participated in Julie Sawchuk’s Toilet Tuesday series, an online Accessible Bathroom educational training series in Fall 2025 to Winter 2026, increasing awareness on how to create accessible bathrooms for consideration in future developments.

### **Customer Service**

The 2022 Municipal Election was conducted via telephone and internet voting to accommodate residents’ ability to vote, including assistance opportunities for anyone facing a challenge voting electronically.

The Municipality continues to use online forms through the Municipal website, and online permitting systems through CloudPermit to accommodate individuals in a user-friendly atmosphere.

A microphone/amplification system was installed at both the Municipal Office and Walkerton Community Centre Administration Office to improve communication between individuals and staff at the front counters.

A video camera was installed at the Municipal Office to improve sightline at the front entrance and counter, aiding in staff’s ability to respond to customers.

Additional staff are present at the Brockton Child Care Centre office to respond to individuals entering the Child Care Centre.

### **Information and Communications**

The Municipality’s website was relaunched in 2024, maintaining a mobile-friendly interface to make the website more accessible on a smartphone, or tablet, with the ability for residents to use screen readers to read-aloud page content, and increase the size of the screen to involve larger print. The website content was fully reviewed and updated prior to launching the new site to ensure the content was relevant and accurate. The website is WCAG 2.1 Level AA complaint consistent with the *Accessibility for Ontarians with Disabilities Act, 2005*.

The Municipality continues to electronically broadcast Council Meetings, and host hybrid Council Meetings as needed to accommodate individuals participating remotely.

The Municipality continues to use software to publish agendas for Council and Committee Meetings. This software enables a greater percentage of the population to access agendas and meeting information, as well as view livestreams and/or recordings of meetings.

### **Employment**

The Municipality continues to install standing desks for employees who require accommodation. The Municipality also continues to provide staff with accessible items that are required to perform their work, such as headsets for hearing concerns.

The remote work policy was also updated to further accommodate employees during the COVID-19 pandemic, allowing employees to work from home.

The Municipal Emergency Response Plan was updated in 2024, and workplace emergency response information is continually updated to maintain accurate information for employees.

## Procurement

The Municipality’s Purchasing and Procurement Policy was updated in 2025, including enhancing and expanding accessibility information related to the procurement and acquisition of goods, services and facilities.

## Training

Staff participate in training on the requirements of the Integrated Accessibility Standard Regulation, including standards for Accessible Customer Service, Transportation, Information and Communication, Employment, the Human Rights Code and the Design of Public Spaces.

A tracking system is in place to monitor training requirements and completion. The digitalization of tracking of training allows staff and managers easier access to monitor completion dates and ensure staff are adequately trained.

## Design of Public Spaces

The Municipality continues to apply the supporting design standards to address accessibility and inclusion for Municipal play spaces in community and neighbourhood parks.

The Design of Public Spaces technical standards for private property continue to be implemented through the Municipality’s site plan process.

The Walkerton Optimist Park, a fully inclusive park/play structure, including rubberized surfaces, and accessible structures was completed, including phased upgrades of swing sets and lighting increasing the accessibility of the park.



The Municipality resurfaced playgrounds in 2022 to meet accessibility standards.



In 2021 the Municipality constructed a new community park, the Market Garden, located on the main street in Walkerton, which was opened to the public in 2023. The Market Garden park is a place where community members can gather and support area businesses. The Market Garden features a number of seating locations, performance platform and ample space for outdoor events for vendors.

The Municipality also purchased mobi-mats which are used at parks and facilities when needing to accommodate attendees with mobility devices.

In 2023, the Walkerton Tennis/Pickleball Courts were resurfaced, including the addition of new fencing, lighting, resurfacing, and the addition of pickleball courts.



Automatic door closures were installed at the Cargill and Walkerton Library Branches to increase the level of accessibility for patrons.

Resurfacing at Walkerton Centennial pool bridge, and new pool flooring installed, as well as installation of a new diving board. Concrete was leveled at Walkerton Centennial Park pavilion, with plans to construct a new pavilion at the park.



In 2023, the Municipality constructed an accessible washroom and facility building at the Bruce Power Regional Soccer Park, which was opened to the public in 2024. The amenities enhance the experience for both players and spectators, offering convenient access to washroom facilities, water filling station, covered pavilion, and concession area. This project supported healthy active living for a large number of residents and youth development throughout Brockton.

In 2024 and 2025 several initiatives were completed to improve accessibility at the Walkerton Community Centre, following a facility tour with Julie Sawchuk, including relocating signage, improving colour contrast at the concession booth, creating a new accessible viewing ramp in the lobby, and creating a new accessible washroom.



## Transit

All Municipally licensed taxi cabs are reminded of their *Accessibility for Ontarians with Disabilities Act, 2005* requirements, and further display identification on their vehicles and make information available to all passengers in an accessible format.

The Municipality partnered with the County of Grey to offer a Grey Transit Route program for residents to travel from Durham to Walkerton by transit bus. Unfortunately, this program was discontinued in 2023.



In 2023, the Municipality adopted a new Recreation Master Plan identifying trail linkage, accessible trails, and increase signage along trail systems.

The Municipality continues its partnership with Saugeen Mobility and Regional Transit (S.M.A.R.T.) to offer transportation to people with disabilities, and advocates the importance of transit to the County and Provincial government.



## **Initiatives and Next Steps:**

### **Accessibility Advisory Committee**

The Accessibility Advisory Committee sets annual goals and priorities to accomplish and continues to recruit members to fill vacant positions.

The AAC will host additional Accessibility Awareness Days to increase the number of local businesses included on Brockton's AccessNow map, and encourage their improved levels of accessibility.

The AAC will continue to tour Municipal facilities, and additional public spaces in Brockton and advocate for accessibility improvements to be made.

The AAC are investigating the StopGap program and ways to encourage more ramp access at local businesses. The AAC will continue to advertise accessibility grant opportunities for local businesses through the CIP.

The Accessibility Awareness Ambassador Program will be finalized and implemented over the next four (4) years. The Accessibility Awareness Ambassador Program will provide a meaningful and practical way to promote inclusion and foster a culture of accessibility throughout the Municipality of Brockton. By leveraging the passion and networks of local volunteers and organizations, the Municipality can take measurable steps toward a more accessible future for all.

### **Customer Service**

The Municipality of Brockton will conduct the 2026 Election via telephone and internet voting to accommodate residents' ability to vote, including assistance opportunities for anyone facing a challenge voting electronically.

The Municipality will be implementing a Customer Service Policy as part of our goals within the 2021-2025 Strategic Action Plan, reviewing current service standards, and identifying opportunities to provide better quality service.

First introduced in Fall 2021, the Municipality continues to electronically broadcast Council Meetings with software capabilities allowing individuals to turn on live closed captioning during meetings.

The Municipality continues to pursue opportunities to modernize our service delivery, including the use of online fillable forms, e-permitting software, and e-commerce through the Municipal website.

### **Information and Communication**

The Municipality updated signage at Municipal Landfill sites to ensure residents are aware of information on proper garbage and recycling disposal, and other related restrictions when attending the sites.

The Municipal website will continue to implement WCAG 2.1 Level AA compliance.

### **Employment**

The Municipality will continue to monitor the remote working policy which supports employees' abilities to work from home, and can arrange for further accommodations through our Individual Accommodation Plans.

The Municipality is an Equal Opportunity Employer. In accordance with the *Accessibility for Ontarians with Disabilities Act, 2005* and the Ontario Human Rights Code, the Municipality of Brockton will provide accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities. The Municipality will continue to ensure there are no barriers when it comes to recruitment, selection and retention of employees and will strive to encourage people of all abilities to apply for career opportunities.

The Municipality will consider the following when approaching future employment opportunities:

- **Audit and Redesign Job Descriptions**  
Review recreation job postings (e.g., camp counsellors, lifeguards, customer service staff) to remove unnecessary physical or experiential requirements. Focus on essential duties, use plain language, and clearly state that accommodations are available throughout the hiring process.
- **Build Partnerships with Local Disability Organizations**  
Partner with community living agencies, employment service providers, school boards, and post-secondary accessibility offices to create talent pipelines. Attend disability-focused job fairs and co-design internship or placement programs.
- **Implement Accessible Recruitment Practices**  
Ensure online application portals meet WCAG accessibility standards. Offer alternative application formats (e.g., paper, phone, in-person support) and provide interview accommodations such as extended time, accessible venues, ASL interpreters, or virtual options.
- **Create Targeted Internship and Work Experience Programs**  
Develop paid internships, co-ops, and seasonal placements specifically for youth and adults with disabilities in recreation settings (e.g., community centres, arenas, camps). Provide structured onboarding and mentorship to support long-term retention.
- **Train Hiring Managers and Supervisors**  
Provide mandatory training on inclusive hiring, unconscious bias, accommodation processes, and disability awareness. Equip supervisors with practical tools to support employees with diverse abilities in recreation environments.
- **Budget for and Streamline Accommodations**  
Expand the budget for the centralized accommodation fund and clear internal processes to reduce delays. Promote awareness of external supports such as the federal Opportunities Fund or Ontario employment supports programs that may offset costs.

- **Foster an Inclusive Workplace Culture and Retention Strategy**

Implement peer mentorship programs, employee resource groups, and ongoing check-ins. Gather feedback from employees with disabilities and use it to continuously improve workplace practices, scheduling flexibility, and career advancement pathways within the recreation department.

### **Procurement**

The Municipality continues to publish bidding opportunities through an online website, Bids & Tenders, which allows documentation to be posted in an accessible format in comparison to physical documentation, and further allows vendors to submit their bids electronically.

The Purchasing and Procurement Policy include templates to assist staff in drafting bid documents which are also created in an accessible format. Bidders are further required to produce documentation in accessible formats.

### **Training**

The Municipality will continue to strive to ensure future training opportunities are inclusive and allow for different types of learning styles including providing training that is self-paced with accessibility features designed into the training modules.

### **Design of Public Spaces**

The Municipality will construct an accessible ramp at the Walkerton Community Centre connecting the auditorium to the Optimist Park accessible playground. By adding push buttons to the existing doors and a ramp, this will create key linkage and allow for greater use and access to the auditorium at the Walkerton Community Centre. By adding an accessible ramp that will connect to the sidewalk adjacent to the playground, Brockton will ensure that there is still an accessible entrance to the auditorium if/when the elevator is out of service.

The Municipality has also applied for grant funding to replace the ageing elevator at the Walkerton Community Centre. The current elevator lift is in poor condition and requires extensive repairs. Limitations of the current elevator create barriers for residents and visitors with mobility disabilities and operational constraints for staff supporting program delivery. Replacing the elevator lift is a key barrier-removal project that will provide long-term inclusive access within the facility.

A new pavilion will be constructed at Walkerton's Centennial Park to improve accessibility for park users and logistics for rentals and municipal events. Concrete for the new pavilion will be extended from the park to the pavilion, extending the walkway access for individuals and mobility devices. The existing concrete pad (which the original pavilion was located on prior to damage occurring in 2025) has been resurfaced and will be repurposed for various recreational activities.

The Municipality will continue to upgrade sidewalks and road surfaces over the next four (4) years through several road construction capital projects.

The Municipality's Accessibility Advisory Committee and staff continue to identify and address accessibility barriers across municipal facilities, consistent with municipal obligations and commitments under the Accessibility for Ontarians with Disabilities Act (AODA) and related standards.

## Transit

The Municipality continues to partner with the Saugeen Mobility and Regional Transit (S.M.A.R.T.) offering mobile transit services to residents throughout Bruce County.

In 2026, the Municipality will complete an inventory of all sidewalks in our urban community and identify gaps for future planning considerations. The sidewalk inventory will also extend to our community centres, and assist in identifying servicing required, such as ensuring that ramps at community centre entrances and exits are an appropriate width.

## Accessible Elements

The Municipality will review our current procedures surrounding preventative and emergency maintenance of accessible elements in public spaces.

The Municipality will further review our current procedures surrounding public notification of temporary service disruptions, and identify improvements that could be made, including alternative solutions when accessible elements are not in working order.

## Other

The Municipality will prepare and submit annual Accessibility Compliance Reports.

## Monitoring and Communications

The Accessibility Advisory Committee and staff provide ongoing monitoring of the Municipal Accessibility Plan initiatives and will provide an annual status update.

Communication of the 2026-2030 Multi-Year Accessibility Plan updates include:

- Circulation of the Accessibility Advisory Committee minutes regarding the Municipal Accessibility Plan to Council for approval, with publication of minutes being included on the Municipality's website [www.Brockton.ca](http://www.Brockton.ca).
- Publication of the Multi-Year Accessibility Plan on the Municipality's website [www.Brockton.ca](http://www.Brockton.ca), and hardcopies will be available at the Municipal Office (100 Scott Street, Walkerton), and Walkerton Library (249 Durham Street East, Walkerton) and Cargill Library (1012 Greenock-Brant Townline, Cargill).
- Additional hardcopies will be available through Clerk's Department and available in alternate format copies (e.g. Braille, Large Print) upon request.

## Conclusion

The Municipality of Brockton acknowledges that additional actions are required to achieve a fully barrier-free community. The Multi-Year Accessibility Plan demonstrates our commitment to advancing initiatives aimed at eliminating physical, attitudinal and social barriers, with the goal of fostering an inclusive community by 2030.

## Contact Information

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