

Adapted Recreation Plan

2022-2025



Land Acknowledgment

The City of Regina is on a path of reconciliation. We begin by acknowledging we are on the traditional lands of the Treaty 4 Territory, a Treaty signed with 35 First Nations across Southern Saskatchewan and parts of Alberta and Manitoba, and the original lands of the Cree, Saulteaux, Dakota, Nakota, Lakota, and the homeland of the Métis.

The City of Regina owes its strength and vibrancy to these lands and the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory as well as those from around the world who continue to be welcomed here and call Regina home.

To recognize the land is an expression of respect and gratitude to those whose territory we reside on, and a way of honouring the Indigenous people who have lived here for thousands of years. It is important that we understand our history that has brought us to reside on the land, and seek to understand our place within history.



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“I don’t want to wonder if I’m welcome, I want to know that I’m welcome.”

-focus group participant

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The City of Regina thanks everyone who contributed to the development of this Plan, including:

- John Loeppky and Traci Foster from Listen to Dis' Community Arts (Lead Consultants)
- Carla Harris (Consultant)
- Sector Reference Group Members (Autism Resource Centre, Big Sky Centre for Learning and Being Astonished, CNIB Foundation, Cosmopolitan Learning Centre, Creative Options Regina/Inclusion Regina, Early Childhood Intervention Program, Hope's Home, Listen to Dis' Community Arts, Queen City Disabled Sailing, REALM, SaskAbilities, Sask Wheelchair Sports, Special Olympics Saskatchewan, Spinal Cord Injury Saskatchewan, SSILC, Wascana Rehabilitation Centre)
- Focus group participants
- Survey respondents

All photos within this document are of local models using City of Regina facilities.

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Introduction

What is Adapted Recreation?

Recreation is increasingly understood as an essential human need, with significant benefits to the health and well-being (mental, social, and physical) of individuals and communities. But there are currently significant barriers in Regina to residents with disabilities who want to access local recreation opportunities.

For the purposes of this report, recreation includes all activities in which an individual chooses to participate in their leisure time. It is not confined solely to sports or physical recreation programs, but includes artistic, creative, cultural, social and intellectual activities.

Adapted recreation refers to recreation activities or programs that have been changed or designed specifically to be more accessible to people with disabilities.

Adaptations might include changes to equipment, content, support, technology, and/or environment, for example. Adapted recreation provides more equitable access to recreation, recognizes and accommodates the right of disabled people to participate in recreation, and allows people with disabilities to more easily access all of the associated health and social benefits that participation in recreation delivers.

Note:

This report uses a combination of identity-first language (eg. “disabled people”) and person-first language (eg. “people with a disability”) throughout, to reflect the variety of language used in community.



Foundational Commitments

Ongoing consultation with people with disabilities (formal and informal consultation with specific subject matters as well as the Accessibility Advisory Committee).

Hiring more people with disabilities at all levels of the City to help inform and support next steps with first-hand knowledge.

Building trust with people with disabilities is a necessary and long-term process; ensuring our next steps are responsive to consultations has the potential to help with trust-building over time.

This work necessarily touches on multiple departments, including Parks, Recreation & Cultural Services, Communications & Engagement, People & Organizational Culture, Facilities, and Transit. **Cross-department communication** and collaboration on next steps is essential.

A **systemic approach** to accessibility; (as one survey respondent said), accessibility should be “at the forefront of all community planning and design.”

All decisions must **acknowledge systems outside of the City’s control** and how the City’s decisions intersect with these systems, such as provincial social assistance programs, medical and care networks, and intercity transport systems.

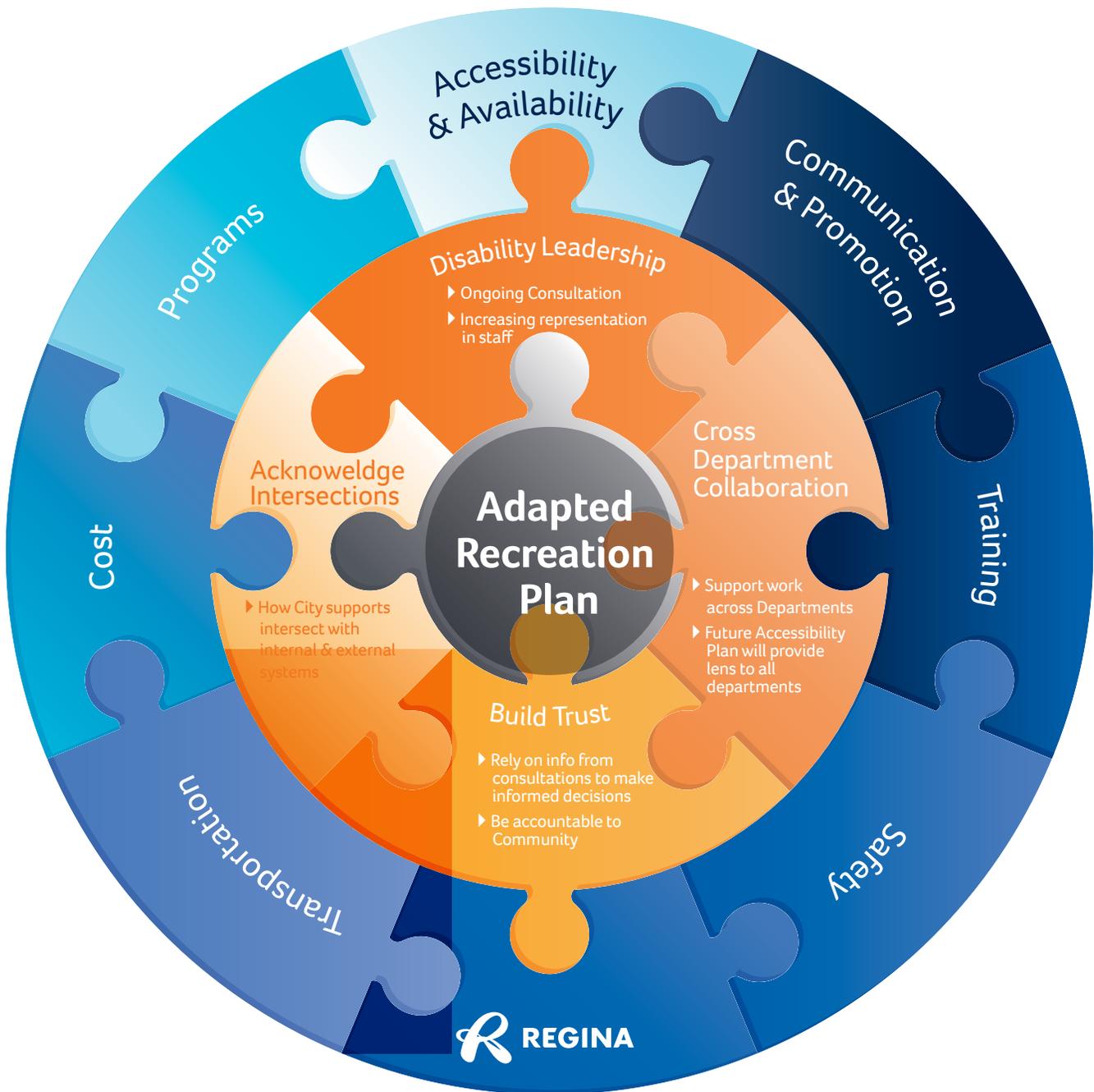
“Just because something can be made doable doesn’t mean it’s accessible.”

- survey respondent

“[A] Holistic approach whereby accessibility is priority and always considered across all operations. There is no sense in having adaptive programs available if people can’t access them because of other systemic barriers (streets, sidewalks, transportation, convenient locations, caregivers, etc.)”

- survey respondent





Background

In April 2021, City Council approved a motion to “Increase Recreation and Leisure Activities for People with Disability.” The motion directed City staff to conduct broad-based consultations with the general public, disabled people, care providers of children with disabilities, the recreation and leisure sector, and the provincial and federal governments. The goal was to identify barriers and opportunities for improving the accessibility of local recreation and leisure activities. It also requested a cost analysis for expanded programming including budget recommendations. The results of these consultations and engagements were to be developed into an Adapted Recreation Plan for the City of Regina.



This Adapted Recreation Plan consolidates and builds on information within the following pre-existing City of Regina policies and plans:

- *Design Regina: The Official Community Plan (OCP)* prioritizes access to a variety of recreation programs and services for all Regina residents. The Plan directs the City to minimize barriers to the use of municipal facilities, programs or services and to consider the needs of the most vulnerable populations when planning recreation opportunities. It explicitly asks the City to support seniors and people with disabilities by using principles of barrier-free and universal design, and by coordinating accessibility actions and initiatives across City departments.
- The *Recreation Master Plan* recognizes accessibility to recreation as an important catalyst in developing more connected and welcoming communities. It promotes equitable provision of recreation opportunities, reducing barriers to access, and fostering cultures of inclusion throughout the recreation delivery system.
- The *Community Safety & Wellbeing Plan (CSWB)* includes Accessibility as one of its Foundational Commitments, stating “We will ensure that everyone, including people with disabilities, has fair and equitable access to services, products and environments within Regina.” Another one of its Foundational Commitments is Inclusion, stating “We will include and create space for different people and groups to engage in authentic and empowered participation, with a true sense of belonging and full access to opportunities.” Consultations for the CSWB identified a lack of accessibility of many services and programs in Regina, including barriers specific to people with disabilities. This resulted in a recommendation within the Plan to “increase the accessibility, inclusion, and centralization of services.”

What we did:

Local Assessment & Engagement

To research the needs and opportunities for adapted recreation in Regina, the City used the following strategies.

Sector Reference Group:

An Adapted Recreation Sector Reference Group, consisting of local non-profit organizations that support people with disabilities, was formed at the beginning of this project. This group guided the project throughout and provided invaluable input on each stage of development of this Plan.

Focus Groups:

Administration contracted consultants John Loeppky and Traci Foster from Listen to Dis' Community Arts Organization to lead the public engagement on this project. Listen to Dis' is a Regina-based, disability-led arts organization with a strong history of cultural and recreational programming and consultation work around inclusion and access. John and Traci are both disabled artists themselves, and each has been personally and professionally engaged in arts, culture, sport and/or recreation for many years.

Listen to Dis' facilitated 20 focus groups with a total of 50 participants in summer 2021. Participants included a range of perspectives, including 34 who identified as disabled or having a disability, and the remainder as support systems and/or people who work in the recreation and leisure sector.

In order to further engage the recreation and leisure sector, an email was circulated to over 80 non-profit organizations, academics and other local stakeholders who work in recreation and leisure. Stakeholders had the option to provide input over email, or in a virtual focus group.

Public Survey:

Consultant John Loeppky from Listen to Dis' Community Arts worked with City staff to develop and broadly circulate a survey in Fall 2021. The survey's objectives were to hear from the wider community, in order to expand and further refine the knowledge gained through the focus groups. A range of measures were taken to ensure the survey was as accessible as possible.

The survey asked a number of questions related to priorities, barriers, and programming suggestions to those with disabilities, their support systems, and the wider recreation and leisure sector. Questions were targeted based on how respondents identified. Respondents were given options to identify in multiple ways, acknowledging that people may identify across multiple categories (eg. as disabled person who is also part of a support system for another disabled person).

The survey was available on Be Heard Regina between November 19 and December 3, 2021. During this time, it was circulated by email to local stakeholders, through sponsored ads on social media, and the print version was dropped off at all library branches and several local organizations. Posters were also displayed on Paratransit buses, in libraries, and at City neighbourhood centres and recreation facilities.

The survey garnered 210 responses. 35.1 per cent of respondents identified as someone with a disability; 67.4 per cent identified as a parent, caregiver or supporter of a person with a disability; and 14.6 per cent identified as an employee or volunteer within the recreation and leisure sector.

Assessment of Funding Availability:

City staff compiled a listing of funding opportunities that can support organizations to improve the accessibility of recreation and leisure opportunities locally. The list is available on Regina.ca and will be circulated to community-based organizations alongside the materials and application for the City's Adapted Sport & Recreation grant program. The City will continue to update the list annually and share throughout the year when advising and supporting community-based organizations.

The City also engaged with the federal and provincial governments and compiled a listing of funding opportunities that are available to municipalities to support accessible and inclusive recreation. City staff continue to monitor and consider external funding opportunities that align with the Adapted Recreation Plan priorities.

Assessment of the Program Environment:

The City contracted consultant Carla Harris to compile an inventory of current local adapted recreation programs and activities. Carla conducted extensive outreach to local organizations and compiled an inventory of hundreds of programs and services offered by dozens of local organizations including the City of Regina. The inventory helped to shape this report's recommendations and will continue to be used as an internal resource as the City works to expand partnerships and programming opportunities.



What we heard & What we're doing about it: Plan Priorities

The following are the most prominent issues that emerged from the local assessment and engagement, along with some of the actions planned to address each issue. A full Action Plan is outlined at the end of this document.

1. Communication and Promotion:

There is a strong desire to access programs and services that the City already provides, but a low level of awareness of those programs and services.

Consultations indicated a need for:

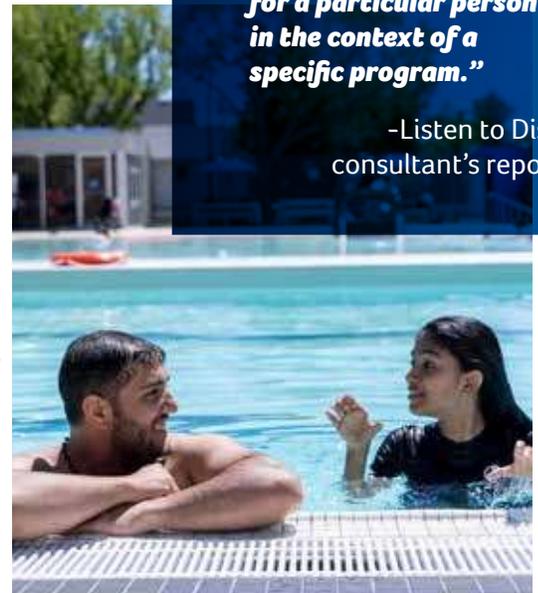
- Additional accessibility-related information on the City's website and in the Leisure Guide, including details on program and facility accessibility
- More non-digital means of program promotion
- Improved accessibility of the City's website especially for people who are blind or partially sighted
- More promotion of the Affordable Access Program
- More personal, interactive means of sharing information about programs such as open houses and try-it sessions

Actions:

- Hire a full-time employee with lived experience of disability to the Communications & Engagement team to focus on accessible communications
- Expand accessibility information on Regina.ca and in the Leisure Guide
- Targeted campaigns promoting existing adapted recreation programs
- Add alt-text and image descriptions to all social media posts
- Improve program promotion through existing networks

"A number of participants said that they felt that those administering programs sometimes say yes to questions about accessibility because of their belief in equality or their fear of saying something wrong, without a deep understanding of what that accessibility means for a particular person in the context of a specific program."

-Listen to Dis', consultant's report



"... in order for disabled people and their support systems to attend programs, they must know as many details as possible. The burden of that research when it is not readily available appears to be a key determinant when it comes to selecting whether to attend. This breakdown in communication leads to negative experiences and participants choosing not to attend again."

-Listen to Dis', consultant's report

2. Accessibility & Availability of Programs, Services and Facilities:

Consultations pointed to a need to improve the physical accessibility of recreation facilities, including:

- More fully accessible washrooms and change rooms in recreation facilities (including lifts and beds/plinths)
- Provision of quiet spaces for participants to retreat and re-regulate in order to re-enter an activity
- More paved pathways in City parks
- More snow-clearing on sidewalks around recreation facilities

Consultations also highlighted a number of barriers related to the accessibility and availability of City recreation opportunities, including barriers to the registration process (time-sensitive, brief, inflexible), few or no options to try programming before committing, and (primarily from the recreation & leisure sector) an inability to book facilities at appropriate times.

Actions:

- Develop a new Inclusion Support Service to provide one-on-one, person-centered guidance and support to access recreation and leisure activities
- Conduct accessibility audits of all public-facing City facilities
- Purchase additional adapted equipment
- Hold open houses & try-it sessions prior to registration days

“Almost a third of those who responded [to the survey] identified a lack of accessible washroom facilities as a barrier.”

-Listen to Dis', consultant's report

“I do not have access to a computer at 7am when swim registrations start. By the time my phone call is answered, the classes my grandchildren need are full. This is true for many of my contacts in N Central. We live close to Lawson but seldom can get registered, we have no transportation to go farther afield.”

- survey respondent

“The programs can be quite loud, I get sensory overloaded so having quiet hours would be nice.”

- survey respondent



3. Safety:

Safety was a high priority for focus group participants and survey respondents. Many issues within this theme intersect with other themes, such as training, transportation and communications.

One specific point not covered elsewhere is the strong reliance on auditory information and alarms within City facilities, which poses a risk for people who are Deaf or hard of hearing; this could be rectified by installing visual alarms.

Actions:

- Explore the installation of visual alarms and other emergency system upgrades
- Train recreation staff on emergency procedures for people with disabilities

4. Transportation:

Consultations brought up safety concerns related to transit. From the consultant's report: "The [Paratransit] window means that program participants face the risk of being left outside or missing a program when the space is not open beforehand." Wait times for standard buses was also a concern, especially on winter evenings when the wait can be up to an hour.

Other transit-related concerns included:

- Lack of capacity for spontaneity (need to book Paratransit in advance)
- Cost is prohibitive for some
- Not enough consistency in transit drop-offs, pick-up locations, and procedures
- Paratransit unavailable during peak times; need for more coordination between City and other organizations delivering adapted programming
- Not enough physical space on Paratransit buses to bring recreation equipment

The following are some of the actions that have been identified to respond to this theme:

- Provide two more Paratransit buses to support access to recreation
- Revise policies to allow recreation equipment on Paratransit buses



5. Cost:

Consultations showed that the costs of transit and recreation fees are a key barrier to participating in recreation for many respondents. There is a strong desire for the City to explore options to reduce costs for disabled people and seniors, along with further promoting the existing low-cost or no-cost options that the City offers such as the Affordable Access Program and free adapted recreation programs.

Actions:

- Promote Affordable Access Program through targeted campaign
- Provide 1-1 Inclusion Support Workers free of cost
- Provide Adapted Sport & Recreation grants to community-based organizations

6. Programs:

Consultation participants expressed a need for:

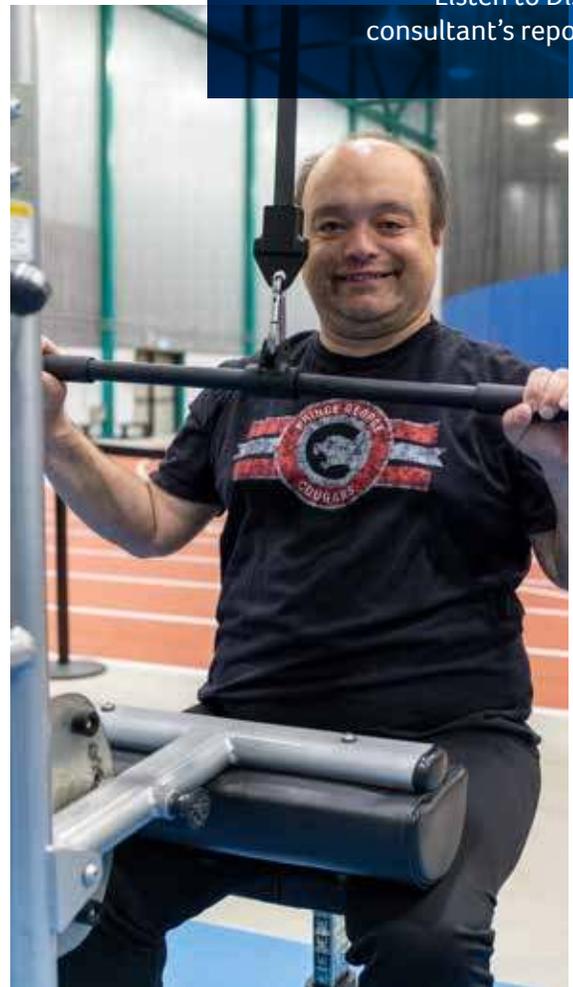
- A balance between integrated and specialized programs
 - Integrated programs: those that include both disabled and non-disabled participants
 - Specialized programs: those focused on people with disabilities and their support systems
- More hybrid programming (mix of virtual and in-person)
- A wider variety of program times
- More program options for teens and adults (while continuing to support children and families), and following a lifelong quality of life model
- More swimming opportunities
- Additional adapted fitness equipment and classes
- More adapted arts and culture programming

Actions:

- Develop new adapted programs for wider variety of ages
- Expand both inclusive and specialized programs
- Make existing programs more inclusive through staff training and adapted equipment

“Multiple participants shared that they, or those they support, are choosing between food, housing and leisure, and that they can only pick two with any regularity.”

-Listen to Dis',
consultant's report



7. Training:

There is a clear need for City staff to have more training related to accessibility. Priorities indicated within the survey results include disability etiquette and emergency procedures for people with disabilities.

Through the preliminary report for this Adapted Recreation Plan, \$30,000 annually was approved for training. Administration is currently developing a training plan for all front-line recreation staff that responds to the priorities identified through consultations. Regular consultation will continue to inform the ongoing training opportunities provided to staff.

Actions:

- Train all front-line recreation staff in disability and inclusion, with an emphasis in 2022 on disability etiquette and emergency procedures
- Develop a training plan to ensure ongoing development of knowledge and skills
- Train Communications staff in accessible communications

“Planning for access shouldn’t... envision a perfect scenario. Instead, the messiness of access needs to be acknowledged and trained for.”

-Listen to Dis’, consultant’s report



“A key phrase in the international disability community is “Nothing About Us Without Us.” Accessibility projects and policies at the municipal level need to model this ethos to be effective.”

-Listen to Dis’, consultant’s report



Adapted Recreation Action Plan

Action	Responsible Department	Supported By	Notes	Proposed Budget		
				2023	2024	2025
CONSULTATION & ENGAGEMENT						
Develop a procedure and guidelines for consulting disabled residents on all major changes or additions to recreation programs or services, including a standard honorarium rate and process, and a process for reporting back to those consulted	Parks, Recreation & Cultural Services		<p>2022:</p> <ul style="list-style-type: none"> develop procedure (with existing resources), in consultation with disabled residents <p>2023 and ongoing:</p> <ul style="list-style-type: none"> internal education and communication on procedure Social Inclusion supports all work areas to follow procedure budget for honorarium payments 	\$10,000	\$10,000	\$10,000
Develop a plan for more in-person and/or virtual options to learn about recreation facilities and programs before registering, including: <ul style="list-style-type: none"> Open houses Try It sessions Ambassador program 	Parks, Recreation & Cultural Services	Communications	<p>2022:</p> <ul style="list-style-type: none"> develop a plan with existing resources <p>2023:</p> <ul style="list-style-type: none"> (winter/spring) pilot with some programs and facilities (fall) expand/ implement in full <p>Budget for extra staff wages and supplies</p>	\$10,000	\$10,000	\$10,000
Develop process to better promote accessible City programs and services to community organizations and support systems for people with disabilities	Parks, Recreation & Cultural Services	Communications	<p>2022:</p> <ul style="list-style-type: none"> develop process and begin implementation with existing resources 	n/a	n/a	n/a

Action	Responsible Department	Supported By	Notes	Proposed Budget		
PROGRAMMING				2023	2024	2025
Develop new programs and/or expand existing ones based on consultations and inventory of existing local programs, including: <ul style="list-style-type: none"> • Balance of specialized and integrated • digital and in-person (or hybrid) • considering lifelong activity • more options outside of the work day • considering Paratransit availability 	Parks, Recreation & Cultural Services	Transit	2022 (Fall/Winter): <ul style="list-style-type: none"> • increase fitness opportunities in both inclusive and adapted options • increase social opportunity programs in both inclusive and adapted options (particularly in the art/culture area) • increase program locations 	\$55,000	\$60,000	\$65,000
Increase availability of adapted/accessible equipment	Parks, Recreation & Cultural Services	Facilities	2022: <ul style="list-style-type: none"> • consult on specific equipment, programs, and locations (with existing resources) 2023 and ongoing: <ul style="list-style-type: none"> • budget for purchase and maintenance of new equipment 	\$20,000	\$15,000	\$10,000
Explore options for reducing recreation and leisure costs for people with disabilities	Parks, Recreation & Cultural Services		Begin in 2022 with existing resources	n/a	n/a	n/a
Explore options for making the registration process more accessible for people with disabilities (eg. less time-sensitive, more flexible)	Parks, Recreation & Cultural Services		Begin in 2022 with existing resources	n/a	n/a	n/a
Explore options for making facilities more available for community-based organizations to book at times that work for Paratransit	Parks, Recreation & Cultural Services	Transit	Begin in 2022 with existing resources	n/a	n/a	n/a
Reduce line-ups at Maple Leaf Pool	Parks, Recreation & Cultural Services	Social & Cultural Development	2022: <ul style="list-style-type: none"> • monitor attendance numbers and line-ups (2nd season of the new pool, 1st full season without Covid restrictions and with new hours) 2023: <ul style="list-style-type: none"> • explore options for reducing line-ups if needed 	n/a	n/a	n/a

Action	Responsible Department	Supported By	Notes	Proposed Budget		
				2023	2024	2025
COMMUNICATIONS						
Develop a Communications Strategy for Adapted Recreation	Communications	Parks, Recreation & Cultural Services	2022: • done with existing resources	n/a	n/a	n/a
Build capacity amongst Communications & Engagement and other City of Regina staff through an accessibility communications session	Community Wellbeing	Communications	2022: • done with existing resources	n/a	n/a	n/a
Addition of a communications resource with lived experience to Communication & Engagement team to support City staff on accessibility best practice, project-specific work, and create source materials for broader organizational use, such as a City of Regina accessibility guide	Communications	Parks, Recreation & Cultural Services	Hire in 2023	\$102,000	\$102,000	\$102,000
Enhance web content by expanding and improving accessibility information on Regina.ca, including: • accessibility information for each type of program, including facility and parking information • infographics and/or video tours of recreation facilities	Parks, Recreation & Cultural Services	Communications	2022: • begin expanding accessibility content on Regina.ca, with existing resources 2023: • further expanding and improving accessibility information on Regina.ca • infographics/video tours of recreation facilities Ongoing: Technical scans with existing software to ensure accessibility expectations exceeded and plain language communications being used	\$ 10,000	\$10,000	\$10,000

Action	Responsible Department	Supported By	Notes	Proposed Budget		
COMMUNICATIONS (CONT)				2023	2024	2025
Improve awareness of adapted recreation programs and other efforts to lower barriers to recreation (such as the Affordable Access Program) through targeted promotional campaigns	Communications	Parks, Recreation & Cultural Services	<p>2022:</p> <ul style="list-style-type: none"> launch in time for Fall session with existing resources <p>2023:</p> <ul style="list-style-type: none"> first full year of additional promo <p>2024 and ongoing:</p> <ul style="list-style-type: none"> maintain ongoing promotions 	\$30,000	\$30,000	\$30,000
Accessibility and inclusion review of city signage to create consistency and align with brand standards	Communications	Community Wellbeing	To be completed in 2022 with existing resources	n/a	n/a	n/a
Enhance all social media posts by using alt text and image descriptions	Communications	Community Wellbeing	Begin in 2022 with existing resources	n/a	n/a	n/a
Review leisure guide to improve accessibility information	Parks, Recreation & Cultural Services	Communications	<p>2022:</p> <ul style="list-style-type: none"> review, make any changes possible within existing resources <p>2023:</p> <ul style="list-style-type: none"> see next action item 	n/a	n/a	n/a
Audit existing marketing materials, notably, the Leisure Guide, through the lens of accessibility. Consider opportunities for more user-friendly and/or non-digital materials for the Leisure Guide and other City of Regina materials	Communications	Parks, Recreation & Cultural Services	<p>2023:</p> <ul style="list-style-type: none"> audit with existing resources, provide non-digital materials as required 	\$15,000	\$15,000	\$15,000
Expand city image bank to include photos that better represent those with disabilities for use in promotional materials, social media and Regina.ca	Communications	Parks, Recreation & Cultural Services	To be completed in 2022	\$6,000	\$6,000	\$6,000

Action	Responsible Department	Supported By	Notes	Proposed Budget		
				2023	2024	2025
TRANSIT				2023	2024	2025
Provide more Paratransit buses at more times to support access to recreation	Transit & Fleet	Parks, Recreation & Cultural Services	Council approved 2 new buses and 6000 more service hours related to recreation; this additional capacity is being rolled out in 2022 in consultation with disability community	n/a	n/a	n/a
Explore options to book paratransit buses on short notice to attend recreation opportunities	Transit & Fleet	Parks, Recreation & Cultural Services	To be explored as part of roll-out of new service capacity in 2022	n/a	n/a	n/a
Revise paratransit policy to allow people to travel with equipment required for adapted recreation or leisure	Transit & Fleet	Parks, Recreation & Cultural Services	In 2022 with existing resources	n/a	n/a	n/a
FACILITIES				2023	2024	2025
Complete accessibility audits of City recreation facilities	Community Wellbeing	Facilities Parks, Recreation & Cultural Services	2022-2023: • work with consultant to audit 29 remaining facilities (11 facilities already completed in 2021)	\$50,000	n/a	n/a
Develop a plan for accessibility-related upgrades to City recreation facilities, according to priorities outlined through the accessibility audits and adapted recreation consultations, including: Note: • Providing more fully accessible washrooms (including lift, bed/plinth) • Exploring options for increasing wheelchair-accessible and standard parking spots closer to building entrances • Exploring options for dedicated safe spaces and bathroom areas for service dogs within City recreation facilities • Installing visual alarms in City recreation facilities, in consultation with deaf and hard of hearing residents • Exploring options for making recreation spaces more accessible for people with sensory barriers (eg. developing dedicated spaces for participants to retreat and re-regulate in order to re-enter an activity; providing adaptive equipment such as sensory headphones)	Community Wellbeing	Facilities Parks, Recreation & Cultural Services	2022-2023: • Begin in 2022 and finalize in 2023 once remaining audits are completed and aligned with Accessibility Master Plan	n/a	n/a	n/a

Action	Responsible Department	Supported By	Notes	Proposed Budget		
FACILITIES (CONT)				2023	2024	2025
Based on the plan for accessibility-related upgrades to City recreation facilities, submit a capital budget request and seek grant opportunities for implementation of the plan	Community Wellbeing	Facilities Parks, Recreation & Cultural Services	2022: <ul style="list-style-type: none"> Develop and submit business case based on information available from accessibility audits and adapted recreation consultations 	\$500,000	\$500,000	\$500,000
PARKS				2023	2024	2025
Further consult people with disabilities and their support networks on improving the accessibility of playgrounds	Parks, Recreation & Cultural Services		2022: <ul style="list-style-type: none"> consultation and policy development, within existing resources 2023 & beyond: <ul style="list-style-type: none"> upgrades 	TBD	TBD	TBD
STAFFING				2023	2024	2025
Hire more disabled people at all levels of recreation delivery (including FTEs, casual rec workers, program facilitators, ambassadors, etc.)	Parks, Recreation & Cultural Services	People & Organizational Culture Unions	2022: <ul style="list-style-type: none"> conversations between People & Organizational Culture, Unions and Parks, Recreation & Cultural Services development of a process/policy for specifically recruiting and prioritizing disabled applicants begin implementation 	n/a	n/a	n/a
Develop a City-run, no-cost Support Worker service, including: <ul style="list-style-type: none"> Team of Inclusion Support Workers with appropriate training, hired as contractors Option for participants to choose their own Support Worker Minimal “red tape” to access Ensure consistency and choice for users 	Parks, Recreation & Cultural Services	People & Organizational Culture	2022: <ul style="list-style-type: none"> hire Inclusive Recreation Advisor to develop and coordinate this program develop format and processes 2023: <ul style="list-style-type: none"> hire Inclusion Support Workers and ensure they have appropriate training launch 2024 and ongoing: <ul style="list-style-type: none"> maintain and expand From existing resources, approved through the 2022 budget process	n/a	n/a	n/a

Action	Responsible Department	Supported By	Notes	Proposed Budget		
STAFFING (CONT)				2023	2024	2025
Hire a full-time Program Specialist – Adaptive Services with a disability to support rollout of this Plan	Parks, Recreation & Cultural Services	People & Organizational Culture	From existing resources, approved through the 2022 budget process	n/a	n/a	n/a
TRAINING				2023	2024	2025
Develop an annual training plan for all recreation staff on disability and inclusion, ensuring training is regular, and responsive to emerging needs as identified through ongoing consultation	Parks, Recreation & Cultural Services	People & Organizational Culture	With existing resources in 2022	n/a	n/a	n/a
Immediately provide accessibility training for all front-line recreation staff, with a focus on disability etiquette/reducing attitudinal barriers, and emergency procedures for people with disabilities	Parks, Recreation & Cultural Services	People & Organizational Culture	2022: • develop and provide initial training From existing resources, approved through the 2022 budget process	n/a	n/a	n/a
Ensure staff working in facilities with adapted equipment are trained to use it (and show someone else how to use it)	Parks, Recreation & Cultural Services		Start immediately. Review can be done with existing resources; training dollars can come from approved training budget.	n/a	n/a	n/a
Train recreation service providers on paratransit arrival and departure procedures	Parks, Recreation & Cultural Services	Transit	Begin in 2022 with existing resources	n/a	n/a	n/a
COMMUNITY SUPPORTS				2023	2024	2025
Ongoing distribution of Adapted Sport & Recreation grants to community-based organizations	Parks, Recreation & Cultural Services	Community Investment Grants Program	\$200,000 annually, from existing resources approved through the 2022 budget process	n/a	n/a	n/a
Maintain list of external funding available to community-based organizations to support accessible recreation	Parks, Recreation & Cultural Services	Community Investment Grants Program--	Update annually, distribute alongside materials for City of Regina Adapted Sport & Recreation funding	n/a	n/a	n/a

