

Accessibility Advisory Board

Annual Report 2022–2023

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Message from the Chair

On behalf of the Accessibility Advisory Board, welcome to our annual report. I invite you to read about the work we have contributed to and collaborated on in 2022–2023.

We were pleased to support the launch of Access Includes Everyone. Many people are excited about this new accessibility awareness campaign. It includes a series of ads that feature Nova Scotians with disabilities at work, at play, and in community. I encourage you to check out the campaign's multimedia resources. Share them widely.

Progress was made on the rules about accessibility in the built environment, education, and employment. These rules are called standards. We began work to develop a standard for goods and services. We advised the Minister of Justice that standards be developed for public transportation and for information and communication.

We met and worked with many partners from government and community. We followed closely as the 2022–2025 Government of Nova Scotia Accessibility Plan was developed. We also stayed informed about the first independent review of the Accessibility Act.

In the coming year, we will continue to support the committees that are developing the accessibility standards. We will continue our work with partners in government and community. We will share our findings with the Minister of Justice, and we will advise the minister about issues affecting Nova Scotians with disabilities.

I am proud of our board's efforts to help prevent and remove barriers and make our province more accessible. I am thankful to all who support this important work.

Sincerely,

Rosalind Penfound

Chair, Accessibility Advisory Board

About the Accessibility Advisory Board

Our Values

First Voice

People with disabilities are experts on accessibility. Our work is guided by their lived experience and professional knowledge. We make their points of view our priority.

Respect

We must be respectful and considerate to each other. We must also be respectful and considerate to everyone who works with the board. We encourage open and direct discussions. We welcome different points of view.

Human Rights

Accessibility is a human right. We are committed to making sure that all Nova Scotians have the same rights, as stated in the Canadian Charter of Rights and Freedoms.

Diversity

We work for all Nova Scotians. We look for accessibility solutions for people with different abilities, disabilities, and backgrounds. There are many kinds of disabilities. We are mindful that people with disabilities have diverse lived experiences, identities, and circumstances.

Collaboration

We encourage people from different sectors with diverse interests to all work together. We are mindful of the different points of view about accessibility that interested and affected groups hold. These groups include government, business, and community organizations.

Innovation

We must be creative, responsive, and flexible to make Nova Scotia more accessible. Our work considers both well-established and new research on accessibility.

Our Priorities

- Board Operations
- Accessibility Standards Development
- Awareness and Capacity Building
- Collaboration and Support
- Compliance and Enforcement
- Monitoring and Evaluation
- Government of Nova Scotia Accessibility Plan

Our Mandate

The Accessibility Advisory Board was set up in 2018. This board was created as part of the requirements of the Accessibility Act. We offer advice and recommendations about accessibility in Nova Scotia to the Minister of Justice.

- We suggest ways government can make Nova Scotia more accessible, including measures, policies, practices, and requirements.
- We review what government is doing now and decide if it aligns with the Accessibility Act.
- We recommend the order in which accessibility standards should be developed and set timelines for when they should be put into action.
- We set long-term goals that can be met under the Accessibility Act.

Our Process

We use a consensus decision-making model. This tool helps us to make sure all views are included when we make decisions. It helps us to make decisions that all board members are comfortable with.

A longer description of the consensus decision-making model can be found in the appendix of the [Accessibility Advisory Board Annual Report 2021–2022](#).

Our Members

The Accessibility Advisory Board has up to 12 members. Each member serves on the board for up to three years. Members may choose to apply for a second three-year term.

Most board members are people with disabilities. We all have expertise and experience in many areas of accessibility. We live in communities across Nova Scotia. Some of us have experience with groups, businesses, and organizations that will need to follow the accessibility standards.

We have made great efforts to recruit new members. In our search for new members, we have worked to include people with diverse backgrounds and experiences. Applications to serve on the board are accepted on an ongoing basis. If you would like to be a part of our work, please [apply online](#).

Accessibility Advisory Board Members (as of March 2023)

Rosalind Penfound (chair) has served on the board since it was formed. She has had a long career in the public service and post-secondary education. Her father became disabled in an accident when she was a young child. She also has significant hearing loss.


Why Rosalind serves on the Accessibility Advisory Board: “I have found participation on the board to be a very rewarding experience. It’s a chance to learn more about accessibility and contribute to making Nova Scotia accessible for everyone.”

Max Chauvin (vice-chair) is a senior executive leader and community advocate. He has over 30 years of experience in multiple sectors. Max is now the Director of Housing and Homelessness for the Halifax Regional Municipality.

Why Max serves on the Accessibility Advisory Board: “I love serving on the board because of the amazing people you get to work with and the in-depth conversations the board has on critical issues in our communities that dramatically impact the lives of our friends, neighbours, and colleagues.”

Dr. Linda Campbell is a professor and senior research fellow in the Department of Environmental Science at Saint Mary’s University in Halifax. She is Deaf and fluent in American Sign Language (ASL) and English. Dr. Campbell received the 2020 Professional of Distinction Discovery Award. She has developed innovative approaches for including Deaf and hearing participants in research and teaching, as well as collaborative ASL–English scientific and academic interpreting. She also sits on the Gallaudet University Board of Trustees, the only liberal arts university in the world using sign language as a primary language of instruction. Dr. Campbell was one of the founding members of the Nova Scotia Bill 59 Community Alliance, which collaborated with government on drafting Bill 59. Bill 59 became the 2017 Nova Scotia Accessibility Act.

Why Dr. Campbell serves on the Accessibility Advisory Board: “Because it is a way of giving back to the Deaf and disability communities. I am always inspired by being able to work with like-minded colleagues on ensuring that we have an accessible province by 2030.”



Birgit Elssner (or B) comes from a First Voice perspective and enjoys life through the eyes of neurodiversity. She has lived and worked with people with disabilities for close to 30 years and in three different countries. She currently lives in the beautiful Annapolis Valley.

Why Birgit serves on the Accessibility Advisory Board: “Being part of the board gives me the unique opportunity to be a voice for those who might be unheard by society. I value being able to share my thoughts on a diverse array of topics related to disability, advocacy, communications, and humanness. I find it fantastic to be able to get a much deeper understanding of policies, actions, and government workings, and it gives me the hope that my contribution will shape Nova Scotia’s future.”

Denise DiGiosia is the Senior Advisor of Mi’kmaw and Indigenous Initiatives at the Nova Scotia Community College. There she provides leadership in mobilizing relevant initiatives and promotes understanding of Indigenous and Mi’kmaw history, culture, and perspectives. She also represents Atlantic Canada at the National Family and Survivors Circle, which was established in response to the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

Why Denise serves on the Accessibility Advisory Board: “Because I acknowledge that inclusion doesn’t happen without intentional equity. Knowing our Mi’kmaq Nation still struggles with jurisdictional systemic issues with inclusion and accessibility, shared lifting and advocacy is everyone’s responsibility as human beings to create transformational change.”

Ellen Johnson is an occupational therapist working as an accessibility coordinator for the five municipalities in Lunenburg County. As a person with a disability, she has worked to increase accessibility for herself and for others in her professional work, as a member of multiple boards and committees, and through other advocacy activities.

Why Ellen serves on the Accessibility Advisory Board: “The work of removing barriers to accessibility in our communities is sometimes overwhelming and can be slow. Accessibility is a human right and that must be understood by decision makers. The board is one way to ensure that the needs and rights of people with disabilities are given the recognition they deserve so that accessibility stops being an afterthought and is instead built into everything we do at every level of decision making. Being a member of the board means being part of that process of bringing awareness to problems and guiding the change.”



Melissa MacKenzie is a facilities support technician in the Facilities Management and Engineering Department at the Nova Scotia Community College. She has a background in architectural drafting and has had Rick Hansen Foundation Accessibility Certification Professional designation since 2018.


Why Melissa serves on the Accessibility Advisory Board: “My passion for accessibility inspires me to remove barriers through my work. I have a vision to achieve social justice so that everyone has the opportunity to thrive and participate in Nova Scotia.”

Lewis Pope is a project leader with the Department of Seniors and Long-term Care’s Infrastructure team. He comes from a background in industrial engineering tech and urban design. Lewis has seen how important it is to apply an accessibility lens through his previous roles as a municipal planner and project coordinator. He is now focused on supporting long-term care facilities. Lewis strives to bring accessibility principles to every aspect of the facility renovation and replacement projects he’s involved with.

Why Lewis serves on the Accessibility Advisory Board: “I chose to apply to the board after my first few months with Housing Nova Scotia as the Accessibility Project Coordinator. Part of the role involved site visits to projects focused on the renovation of social housing units to an accessible standard. After witnessing the impact of the work, I realized I wanted to become more involved with supporting accessibility at a larger scale, to ensure more Nova Scotians experience freedom not only in their homes but in the rest of their communities as well.”

Marcie Shwery-Stanley is a woman with a disability who has been passionate about disability issues for 43 years. She has a Bachelor of Arts and a Master of Business Administration in Community Economic Development. She has retired from her position as a communications officer with Enterprise Cape Breton Corporation. Marcie has served on the Minister’s Panel on Accessibility Legislation. She was a member of the first inclusive Nova Scotia Advisory Council on the Status of Women, where she was the chair of its Affirmative Action Committee and Task Force on the Economic Integration of Women with Disabilities in Nova Scotia. She has been the recipient of many awards, including the Claredon Robichaud Lifetime Community Award from the Partnership for Access Awareness Nova Scotia.

Why Marcie serves on the Accessibility Advisory Board: She has a passion for improving the quality of life for people with disabilities. The board has provided a vehicle to continue to do this work.



Anne Sinclair is an architect who has worked on universal design and accessibility in the building industry for more than 30 years. She combines the importance of universal design principles with knowledge of the construction industry, building codes, and standards. She is a licensed member of the Nova Scotia Association of Architects and a Rick Hansen Foundation Accessibility Certification Professional.

Why Anne serves on the Accessibility Advisory Board: “To share experience of the realities of the built environment. The most inspiring thing about the board work is the input from members and participants with lived experiences.”

We thank our former board members for their contributions to our work.

Cynthia Bruce was part of our first board. She played a key role in developing the policies and processes that guide the board’s work. Although she left the board in June 2022, Cynthia continues with her role as the Education Standard Development Committee’s vice-chair.

Andrew Jantzen left his role with the board in the fall of 2022. He continues to support our accessibility work in his position as the Accessibility Capacity Building Program Specialist for the Accessibility Directorate.

David Caswell left the board in December 2022. For close to four years, the board benefitted from his leadership, advice, and contributions. David also served as our former vice-chair.

We would also like to acknowledge the support of many skilled ASL interpreters, captioners, and technical support professionals who were integral in supporting communication at all of our board meetings.

Our 2022–2023 Activities

Board Operations

The Accessibility Advisory Board met nine times between April 2022 and March 2023. All but one of these meetings were held online. Summaries of our meetings can be found on the [Accessibility Directorate website](#).

In 2022–2023, we continued to review and update our work plan. The work plan is an outline of our priorities. It details some of our meeting presentations and the topics we will discuss. It also explains our role according to the Accessibility Act.

This work plan is flexible. Our priorities may change as our work moves forward. New items may be brought to meeting roundtable discussions or shared by email between meetings.

Accessibility Standards Development

Nova Scotia has a higher percentage of people with disabilities than any other province in Canada. There are barriers here that can make it hard for people with disabilities to fully take part in society. [Access by Design 2030](#) is our province's strategy to guide us to become accessible by the year 2030. This strategy sets priorities to [prevent and remove barriers](#). It sets priorities to make our province [more inclusive and accessible for people with disabilities](#).

Standards Development is one of the six priorities in Access by Design 2030. The Accessibility Advisory Board supports this priority by creating standard development committees. The role of the committees is to help the board give advice and recommendations about accessibility standards to the government. These standards will become the sets of rules about accessibility in Nova Scotia.

In 2022–2023, the board had three standard development committees:

- Built Environment Standard Development Committee
- Education Standard Development Committee
- Employment Standard Development Committee

As with the board, most members of these committees are people with disabilities. The committees are groups of experts. Their members bring lived experience to this work.

These committees

- research barriers that people with disabilities experience
- research and discuss ways to remove and prevent barriers
- create draft recommendations to make Nova Scotia more accessible

- consult with the public and support the board on draft recommendations, and review this feedback
- present draft recommendations for the board to consider

More information about each committee can be found on the [Accessibility Directorate website](#).

Built Environment Standard Development Committee

The [Built Environment Standard Development Committee](#) did not meet in 2022–2023. This is because government is reviewing the board’s recommendations and working to draft a proposed standard. It will remain a committee of the board until public engagement on the proposed standard is finished.

From 2019 to 2021, this committee researched and recommended ways to make the built environment in Nova Scotia accessible. The built environment includes but is not limited to

- buildings
- sidewalks
- wayfinding and signs
- public washrooms
- parking lots
- human-made outdoor spaces like parks and public beach infrastructure

The committee’s recommendations can be found on the [Built Environment Standard Development Committee section of the Accessibility Directorate website](#).

Education Standard Development Committee

The [Education Standard Development Committee](#) met five times in 2022–2023. It made recommendations for the set of rules that will make sure the education system is accessible for students with disabilities. The recommendations are for

- the early years (pre-primary programs, licensed child-care facilities, and family home child-care agencies)
- public and private schools from primary to grade 12
- universities and the Nova Scotia Community College
- private career colleges and language schools
- the Nova Scotia School for Adult Learning

The committee’s recommendations can be found on the [Education Standard Development Committee section of the Accessibility Directorate website](#).

In 2022, the committee reviewed feedback about its draft recommendations. This feedback came from consulting with the public. Over 900 Nova Scotians were asked for their feedback, including

- people from interested and affected groups in public and private sectors
- people from African Nova Scotian, Mi'kmaw, and newcomer communities
- people with experience and expertise in education
- students with disabilities and their family members

After the committee revised the recommendations, it gave the board its final draft recommendations. We provided our feedback to the committee, which it then used to update the draft recommendations again.

We accepted the amended recommendations and submitted them to the Minister of Justice in January 2023. In our letter to him, we asked that the recommendations be made public in accessible formats within 90 days.

The minister attended one of our board meetings in February 2023. We updated him about the committee's work to develop the recommendations for the education standard. We advised him that

- the education sector understands the need for this standard
- education staff and system leaders support the recommendations
- resources and support are needed to carry out the standard

Employment Standard Development Committee

The [Employment Standard Development Committee](#) met five times in 2022–2023. It is working to make recommendations for the set of rules that will make sure workplaces are accessible and will support people with disabilities to find meaningful employment. It is making recommendations for

- career planning and job search
- recruiting, hiring, and onboarding
- retention and advancement
- fair pay and total compensation
- workplace accommodations and employment support services
- processes to return to work
- disability confident employers

In 2022–2023, the committee received presentations from organizations that support people with disabilities to find jobs. It also discussed the Labour Standards Code, the Workers' Compensation Act, workplace accommodations, and support services available to people with disabilities.

The committee reviewed feedback about barriers to accessible employment. This feedback came from consulting with the public in March 2022.

The committee's future work includes

- consulting with community and sector partners
- reviewing what can be used from current inclusive employment practices as the employment standard recommendations are developed
- drafting recommendations for public consultations by December 2023, and for board feedback and final approval in 2024

Creating the Goods and Services Standard Development Committee

In 2022–2023, the board began work to create a [Goods and Services Standard Development Committee](#). This committee will make recommendations for the set of rules that will make sure services are accessible for people with disabilities.

We recommended asking the Minister of Justice to review and approve

- a list of factors (called criteria) to think about when choosing committee members
- the application forms for the committee
- the terms of reference for the committee
- a targeted recruitment strategy for the committee

We began recruiting members for the committee in the fall of 2022. We also began to research and review resources that this committee could use once it is set up. Our work included

- asking people from African Nova Scotian, Mi'kmaw, and other communities what barriers people with disabilities face when accessing services
- reviewing how other provinces have developed accessibility standards for customer service

In early 2023, a board selection subcommittee began reviewing applications to join the Goods and Services Standard Development Committee. In March, the board reviewed and approved the subcommittee's recommendations for members.

Recommendations and Progress on Fifth and Sixth Standards

In December 2022, Accessibility Directorate staff provided information to help the board decide if the fifth standard should be public transportation or information and communication. We decided to recommend public transportation. We advised the Minister of Justice about our recommendation, and that work on this fifth standard should start in 2023. The minister approved our recommendation. We will also recommend that information and communication be developed as the sixth standard, starting in 2024.

In February 2023, Accessibility Directorate staff updated the board on first steps taken to develop the standard on public transportation. These steps included a review of reports, best practice guides, and existing provincial and national standards, regulations, and policies. Staff will meet and engage with other key partners in government and community.

Awareness and Capacity Building

Awareness and Capacity Building is one of the six priorities in Access by Design 2030.

The Accessibility Directorate and Communications Nova Scotia worked together on [Access Includes Everyone](#). This is a new multimedia campaign to support awareness about accessibility. Its strategy and materials were created using feedback from the Accessibility Advisory Board and community groups. This feedback included First Voice perspectives.

The campaign was launched in April 2022. It included a new website, advertisements and videos on social media and television, and printed and digital posters. After the launch, Accessibility Directorate staff gave us an overview of these products. They also told us about plans for sharing them with government partners.

In media, an impression is the number of times content is displayed to users (such as readers or viewers). It measures how often the message is shared. The Access Includes Everyone campaign had 1.6 million impressions by July 2022. This is the number of people who viewed the campaign's online ads. By September 2022, the campaign had 1.4 million impressions on its website. This is the number of people who visited the website after viewing the ads on television, the web, and social media.

In February 2023, Accessibility Directorate staff updated us on a province-wide photoshoot that had taken place in fall and winter. Thousands of photos were taken of people with disabilities from a variety of backgrounds and in different locations across Nova Scotia. These photos will be shared across government. They will also be used in future campaigns to support initiatives to build awareness and capacity.

Capacity building is the process of developing an organization's strength and potential. This goes beyond carrying out tasks to changing mindsets and attitudes.

First Voice is the knowledge from any individual or group of people whose lived experience gives them expertise in that area.

Collaboration and Support

Collaboration and Support is one of the six priorities in Access by Design 2030.

In 2022–2023, the Accessibility Advisory Board met and worked with many people and groups from government and community on key topics related to accessibility and disability.

Government

We met with the Minister of Justice to share our priorities. We also shared progress made to develop accessibility standards. Department of Justice staff updated us about the review of the Adult Capacity and Decision-making Act.

We received updates about Department of Seniors and Long-term Care programs and priorities.

Government staff updated us about implementing the Nova Scotia Human Rights Commission decision about washroom accessibility in restaurants. The presentation focused on the approach applied to new restaurants.

We learned about the [Health Equity Framework](#) being developed by the Department of Health and Wellness.

We asked about the accessibility status of all constituency offices for Nova Scotia Members of the Legislative Assembly (MLAs). By August 2022, the Office of the Speaker had publicly posted on its website updates on the [accessibility status of all MLA constituency offices](#).

Community

We met with representatives of a research team from Saint Mary's University exploring signed-spoken language interpreting in professional settings in Canada.

Representatives from Engage Nova Scotia shared with us some of the findings from its 2019 Quality of Life survey. These findings related to respondents who identified as having a disability.

Inclusion Nova Scotia shared a presentation with us about its work supporting people with intellectual disabilities. This includes challenges experienced when accessing health care, education, employment, and housing.

Our chair attended the 2022 Mobility Cup and regional meetings with disability organizations and Prescribed Public Sector Bodies (PPSBs) in Cape Breton.

Prescribed Public Sector Bodies (PPSBs) are organizations that, under the Accessibility Act, are required to develop accessibility plans and to have accessibility advisory committees. These include municipalities and villages, universities and the Nova Scotia Community College, regional libraries, the IWK Health Centre, and government agencies such as the Nova Scotia Museum.

Compliance and Enforcement

Compliance and Enforcement is one of the six priorities in Access by Design 2030. Most sectors will need to follow the accessibility standards when they become law. This is called compliance. There must be ways to make sure the Accessibility Act and accessibility standards are followed. This is called enforcement.

In February 2023, Accessibility Directorate staff gave the Accessibility Advisory Board an update on work done to develop the [Compliance and Enforcement Framework](#) and its three-year plan. This framework applies to all organizations in Nova Scotia that are required to follow the Accessibility Act and its regulations. These organizations will be supported and encouraged to comply with the act and accessibility standards.

The steps in the framework to help organizations comply include monitoring and detecting non-compliance, verifying non-compliance, collaborating to achieve compliance, and enforcing compliance.

Monitoring and Evaluation

Monitoring and Evaluation is one of the six priorities in Access by Design 2030. This means monitoring the impact and results of accessibility work happening in Nova Scotia.

In May 2022, Accessibility Directorate staff shared with the Accessibility Advisory Board findings from annual public opinion polling. We noted that this information will be useful to support the work of PPSBs.

In August 2022, Accessibility Directorate staff provided us with an overview of some of the accessibility plans submitted by PPSBs and some of the feedback PPSBs received from Accessibility Directorate staff. We asked staff if best practices from these plans could be shared with other PPSBs. Examples will be reviewed at future meetings with PPSBs. Some of the PPSBs that have not yet submitted plans will be offered information and support from Accessibility Directorate staff.

Accessibility Directorate staff updated us about the [public review of the Accessibility Act](#). More than 700 people (with over 40 per cent identifying as having a disability) shared opinions on the progress made toward making Nova Scotia accessible. This public review will give government and Nova Scotians valuable feedback on what changes are needed to make sure the province is on the right track to becoming accessible by 2030. As part of the review, the board was asked to give our opinion about the impact of the Accessibility Act. We look forward to the reviewer's report in spring 2023.

Government of Nova Scotia Accessibility Plan

Government of Nova Scotia – Leading by Example is one of the six priorities in Access by Design 2030. This means government is committed to showing leadership in accessibility work. This work includes developing accessibility plans.

In September 2022, Accessibility Directorate staff updated the Accessibility Advisory Board on the [2022–2025 Government of Nova Scotia Accessibility Plan](#). This is the province's second

Monitoring and detecting non-compliance means checking if an organization is following the Accessibility Act and accessibility standards, or meeting deadlines, and noting when it is not.

Verifying non-compliance means proving that an organization has not followed the Accessibility Act and accessibility standards, or that it has not met deadlines.

Collaborating to achieve compliance means working together with an organization to help it comply with the Accessibility Act and accessibility standards, or to meet deadlines.

Enforcing compliance means using measures such as orders, penalties, or fines to punish an organization if it is not following the Accessibility Act and accessibility standards. This is a last resort in the process, to be used only if previous steps did not work.

three-year plan. It was developed by the Accessibility Interdepartmental Committee. This is a committee with representatives from 26 government departments and agencies.

The accessibility plan includes commitments from all government departments to advance accessibility in ways that line up with their mandates and internal priorities. It also includes a set of guiding principles that will make sure the plan is carried out consistently across government.

The plan was written and edited in plain language, designed in an accessible format, interpreted from English to American Sign Language, and translated from English to French. It was approved in late fall. It was released to the public on the Accessibility Directorate's website in December 2022.

In February 2023, Accessibility Directorate staff shared with us highlights of the approved 2022–2025 Government of Nova Scotia Accessibility Plan. We learned how it aligns with the accessibility standards. We also learned how the plan's 47 commitments from all government departments will be carried out. The outcomes of the plan are

- for people with disabilities to have equitable access to government employment, programs, services, buildings, and information and communication
- for Government of Nova Scotia employees to increase their awareness and build their capacity to act to improve accessibility

Other Activities

COVID-19 Impacts on People with Disabilities

The Accessibility Advisory Board continued to include COVID-19 as an important topic on our meeting agendas in 2022–2023.

In April 2022, Accessibility Directorate staff told us about their work with disability organizations to learn about the impacts of COVID-19 on people with disabilities. This research was done through interviews and an online survey. The results were shared with us in May. We noted the value of this data and that it should be used in future accessibility work. These results were then shared with the Minister of Justice and internally across government departments. They were also shared at conferences and meetings.

In August 2022, we discussed the care in place model that has replaced dedicated COVID-19 care units in Nova Scotia hospitals. Our chair noted the importance of including the “new disability population,” meaning those with long COVID, in our work going forward.

Housing

The issue of affordable and accessible housing was included as a priority at all board meetings this year. In April 2022, our chair shared highlights from the 2022–2023 provincial budget related to affordable housing program commitments that support people with disabilities.

In July 2022, staff from the Department of Municipal Affairs and Housing updated us about work to develop a provincial housing strategy. We noted that programs that support making housing accessible are not currently available to people younger than 65. We also emphasized that accessibility must be considered in all planning for housing.

In February 2023, Accessibility Directorate staff updated the board on their plans to work with the Department of Municipal Affairs and Housing to create a fact sheet on accessible housing programs.

Looking Ahead to 2023–2024

In 2023–2024, the Accessibility Advisory Board will work with the Department of Justice to fill the vacancies on our board so that we are a full 12 members.

We will work with the Accessibility Directorate to develop and support the Goods and Services Standard Development Committee. We will review the draft recommendations for an employment standard. We will support work to develop the standard development committees for public transportation and for information and communication.

We will keep sharing our work on making recommendations for accessibility standards with Nova Scotians with disabilities, those working in affected sectors, and other interested and affected groups. We look forward to government publicly posting the proposed built environment standard for public comment and being consulted on the feedback.

We will keep checking on progress made by the province toward its accessibility goals. This includes the release of the Nova Scotia Accessibility Act Independent Review Report and the board's response to it.

We will keep asking senior government leaders to show us how they are making their departments more accessible. We will keep discussing with them the issues that affect Nova Scotians with disabilities.

We will keep supporting the work of government and community to make Nova Scotia accessible by 2030.

