



The Regional Municipality of Durham

Finance and Administration Committee Agenda

Tuesday, April 11, 2023, 9:30 a.m.

Regional Council Chambers

Regional Headquarters Building

605 Rossland Road East, Whitby

If this information is required in an accessible format, please contact 1-800-372-1102 ext. 2054.

Note: This meeting will be held in a hybrid meeting format with electronic and in-person participation. Committee meetings may be [viewed via live streaming](#).

	Pages
1. Roll Call	
2. Declarations of Pecuniary Interest	
3. Adoption of Minutes	
3.1 Finance and Administration Committee meeting - March 21, 2023	3
4. Statutory Public Meetings	
There are no statutory public meetings	
5. Presentations	
There are no presentations	
6. Delegations	
There are no delegations	
7. Administration	
7.1 Correspondence	
a. Correspondence from the Town of Ajax, re: Resolution passed at their Council meeting held on March 27, 2023, in support for Bill 5 - Stopping Harassment & Abuse by Local Leaders Act	22
Pulled from March 31, 2023 Council Information Package by Councillor Crawford	
Recommendation: Receive for information	
7.2 Reports	

a.	Report #2023-A-8 Update to the Community Flag Policy	24
b.	Report #2023-A-9 Succession Management Bi-Annual Update	30
c.	Report #2023-A-10 The Regional Municipality of Durham 2021 Accessibility Report	36
8.	Finance	
8.1	Correspondence	
a.	Correspondence from the City of Pickering, re: Motion to Support the Earthquake Victims of Turkey and Syria	71
	Recommendation: For direction	
8.2	Reports	
	There are no Finance reports to be considered	
9.	Advisory Committee Resolutions	
	There are no advisory committee resolutions to be considered	
10.	Confidential Matters	
	There are no confidential matters to be considered	
11.	Other Business	
12.	Date of Next Meeting	
	Tuesday, May 09, 2023 at 9:30 AM	
13.	Adjournment	
	Notice regarding collection, use and disclosure of personal information:	
	Written information (either paper or electronic) that you send to Durham Regional Council or Committees, including home address, phone numbers and email addresses, will become part of the public record. This also includes oral submissions at meetings. If you have any questions about the collection of information, please contact the Regional Clerk/Director of Legislative Services.	

The Regional Municipality of Durham

MINUTES

FINANCE & ADMINISTRATION COMMITTEE

Tuesday, March 21, 2023

A regular meeting of the Finance & Administration Committee was held on Tuesday, March 21, 2023 in the Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby, Ontario at 9:34 AM. Electronic participation was offered for this meeting.

1. Roll Call

Present: Councillor Ashe, Chair
Councillor Leahy, Vice-Chair
Councillor Garrod
Councillor Lee
Councillor McDougall
Councillor Schummer*
Councillor Woo
Regional Chair Henry

Also

Present: Councillor Collier*
Councillor Crawford
Councillor Foster* attended for part of the meeting
Councillor Kerr* attended for part of the meeting
Councillor Mulcahy*
Councillor Neal*
Councillor Roy
***denotes Councillors participating electronically**

Staff

Present: E. Baxter-Trahair, Chief Administrative Officer
B. Goodwin, Commissioner of Corporate Services
N. Taylor, Commissioner of Finance
G. Anello, Director, Waste Management
J. Austin, Deputy General Manager – Transit Support Services
S. Austin, Director, Strategic Initiatives
B. Bridgeman, Commissioner of Planning & Economic Development
T. Fetter, Director, Business Services, DRPS
P. Frizado, Director, Economic Development
S. Gill, Director, Economic Development and Tourism
A. Harras, Regional Clerk/Director of Legislative Services
A. Hector-Alexander, Director, Diversity, Equity, and Inclusion
W. Holmes, General Manager, DRT

J. Hunt, Regional Solicitor/Director of Legal Services
R. Inacio, Systems Support Specialist, Corporate Services – IT
R. Jagannathan, Director, Transportation and Field Services
L. McIntosh, Director, Children's Services and IESD
S. McLellan, Chief Administrative Officer, DRPS
G. Muller, Director of Planning
L. Huinink, Director of Rapid Transit & Transit Oriented Development
N. Pincombe, Director, Business Planning & Budgets
T. Rollauer, Chief, DRPS
N. Prasad, Assistant Secretary to Council, Corporate Services – Legislative Services
L. Fleury, Legislative Officer and Deputy Clerk Pro Tem, Corporate Services – Legislative Services

2. Declarations of Interest

Councillor Woo made a declaration of interest under the Municipal Conflict of Interest Act with respect to Item 9.4 B) Report #2023-F-9: The 2023 Regional Business Plans and Budgets for Property Tax Purposes, including General Purpose, Solid Waste Management and Durham Region Transit, as it pertains to Departmental Operations. He indicated that he has a relative that works in the Social Services Department.

3. Adoption of Minutes

Moved by Councillor Leahy, Seconded by Councillor Lee,
(20) That the minutes of the regular Finance & Administration Committee meeting held on Tuesday, February 14, 2023, be adopted.
CARRIED

4. Statutory Public Meetings

There were no statutory public meetings.

5. Presentations

There were no presentations.

6. Delegations

There were no delegations.

7. Administration

7.1 Correspondence

There was no correspondence.

7.2 Reports

A) Durham Accessibility Advisory Committee (AAC) membership appointments (2023-A-6)

Report #2023-A-6 from Elaine Baxter-Trahair, Chief Administrative Officer, was received.

Moved by Councillor Leahy, seconded by Councillor Woo,
(21) That we recommend to Council:

- A) That the following five people be appointed as community members to the Durham Region Accessibility Advisory Committee:
- i. Aly Beach
 - ii. Dawn Campbell
 - iii. Rosanne Purnwasie
 - iv. Sarah Sones
 - v. Wayne Henshall
- B) That the following three individuals be appointed as representatives from industry, association and public institutions to the Durham Region Accessibility Advisory Committee:
- i. Doreen Hume-McKenna
 - ii. Heather Hall
 - iii. Lorrie Houston

CARRIED

B) Ukrainian Humanitarian Response in Durham (2023-A-7)

Report #2023-A-7 from Elaine Baxter-Trahair, Chief Administrative Officer, was received. N. Taylor provided a brief introduction to the report and noted that it ties in with the budget documents. E. Baxter-Trahair commended staff for their work on this file and added that an important component of the recommendations is to recover costs from the federal and provincial governments for this initiative.

Staff responded to a question with respect to whether there is a Regional policy regarding committing funds to humanitarian issues.

Moved by Councillor Woo, seconded by Councillor Leahy,
(22) That we recommend to Council:

- A) That Regional Council approve a request for up to \$750,000 to continue to provide supports to individuals and families arriving in Durham via the Canada-Ukraine Authorization for Emergency Travel (CUAET) without independent financial means and are risk of being precariously housed or homeless, with financing to be provided at the discretion of the Commissioner of Finance;
- B) That Regional staff be authorized to amend an existing Memorandum of Understanding (MoU) with the Community Development Council of Durham (CDCD) to continue to provide the needed wrap-around supports for these individuals for the duration of the project;
- C) That Regional staff be delegated authority or utilize existing delegated authorities to execute any transfer payment agreements, expend funds in accordance with the program guidelines, make any modifications to the program(s) to ensure desired outcomes are achieved, that the Purchasing By-law and Budget Management Policy be waived for this project as applicable and to receive any federal and/or provincial funds should they become available for this response;
- D) That Regional staff be directed to pursue full recovery from federal and/or provincial levels of government for the costs associated with the Region of Durham's (Region) Ukrainian humanitarian response, and that staff report back on the outcome of this undertaking; and,
- E) That a copy of Report #2023-A-7 of the Chief Administrative Officer be circulated to the Minister of Immigration, Refugees and Citizenship Canada, Durham Members of Parliament (MPs), Durham Members of Provincial Parliament (MPPs), the Federation of Canadian Municipalities and the Association of Municipalities of Ontario (AMO) for their information.

CARRIED

8. Finance

8.1 Correspondence

- A) Correspondence from the City of Oshawa, re: Consulate General of Ukraine in Toronto Requesting Support for Ukraine's Energy Infrastructure

Moved by Councillor Lee, Seconded by Councillor Garrod,

- (23) That the correspondence from the City of Oshawa regarding the Consulate General of Ukraine in Toronto's request for support for Ukraine's Energy Infrastructure, be received for information.

CARRIED

8.2 Reports

- A) The Remuneration and Expenses in 2022 of Members of Regional Council and Regional Council Appointees to Local Boards, as Required by Section 284(1) of the Municipal Act, 2001, S.O. 2001, c.25 (2023-F-7)
-

Report #2023-F-7 from N. Taylor, Commissioner of Finance was received.

Moved by Councillor Leahy, Seconded by Councillor McDougall,
(24) That we recommend to Council:

That Report #2023-F-7 from the Commissioner of Finance be received for information.

CARRIED

9. Business Plan and Budget Review and Property Tax Study

9.1 Presentations

- A) Elaine Baxter-Trahair, Chief Administrative Officer, Nancy Taylor, Commissioner of Finance, and Nicole Pincombe, Director, Business Planning and Budgets, re: The 2023 Regional Business Plans and Budgets for Property Tax Purposes, including General Purpose, Solid Waste Management and Durham Region Transit (2023-F-9) and the 2023 Strategic Property Tax Study (2023-F-8)
-

E. Baxter-Trahair, N. Taylor, and N. Pincombe provided a detailed PowerPoint presentation on the 2023 Regional Business Plans and Budgets and the 2023 Strategic Property Tax Study.

Highlights from the presentation included:

- Proposed 2023 Property Tax Increase
- Overview of the 2023 Budget
- Engagement Opportunities and Insights
- Significant Investments in Critical Service Areas
- Advancing the Region's Strategic Plan
- Base Budget Pressures
- 2023 Capital Budget and Nine-Year Forecast
- Looking Forward: 2024 – 2032 Forecast
- Overview of 2023 Regional Budget
- Regional Property Tax Supported Budget
- 2023 Regional Property Taxes: Average Home
- Assessment Growth
- 2023 Property Tax Impacts: Regional
- 2023 Property Tax Impacts: Overall
- Looking Forward: Property Tax Considerations
- Conclusion

Staff responded to questions with respect to new positions that are receiving provincial funding, and water and sewer funding.

9.2 Correspondence

A) Memorandum from the Transit Executive Committee, re: 2023 Durham Region Transit Business Plans and Budget (2023-DRT-7)

Moved by Regional Chair Henry, Seconded by Councillor Leahy,

- (25) That Report #2023-DRT-7 from the General Manager of Durham Region Transit be referred to Report #2023-F-9 of the Commissioner of Finance.
CARRIED

B) Memorandum from the Health & Social Services Committee, re: 2023 Health Department Business Plans and Budget (2023-MOH-3)

Moved by Regional Chair Henry, Seconded by Councillor Leahy,

- (26) That Report #2023-MOH-3 from the Commissioner & Medical Officer of Health be referred to Report #2023-F-9 of the Commissioner of Finance.
CARRIED

C) Memorandum from the Health & Social Services Committee, re: 2023 Social Services Department Business Plans and Budget (2023-SS-2)

Moved by Regional Chair Henry, Seconded by Councillor Leahy,

- (27) That Report #2023-SS-2 from the Commissioner of Social Services be referred to Report #2023-F-9 of the Commissioner of Finance.
CARRIED

D) Memorandum from the Planning & Economic Development Committee, re: 2023 Planning and Economic Development Department Business Plans and Budget (2023-P-4)

Moved by Regional Chair Henry, Seconded by Councillor Leahy,

- (28) That Report #2023-P-4 from the Commissioner of Planning and Economic Development be referred to Report #2023-F-9 of the Commissioner of Finance.
CARRIED

E) Memorandum from the Works Committee, re: 2023 Works Department General Tax and Solid Waste Management Business Plans and Budget (2023-W-13)

Moved by Regional Chair Henry, Seconded by Councillor Leahy,

- (29) That Report #2023-W-13 from the Commissioner of Works be referred to Report #2023-F-9 of the Commissioner of Finance.
CARRIED

F) Memorandum from the 9-1-1 Management Board, re: 9-1-1 Emergency Service System 2023 Business Plans and Budget

Moved by Regional Chair Henry, Seconded by Councillor Leahy,
(30) That the memorandum from the 9-1-1 Management Board regarding the 9-1-1 Emergency Service System 2023 Business Plans and Budget be referred to Report #2023-F-9 of the Commissioner of Finance.

CARRIED

G) Memorandum from the Durham Regional Local Housing Corporation, re: 2023 Durham Regional Local Housing Corporation Business Plans and Budget

Moved by Regional Chair Henry, Seconded by Councillor Leahy,
(31) That the memorandum from the Durham Regional Local Housing Corporation regarding the 2023 Durham Regional Local Housing Corporation Business Plans and Budget be referred to Report #2023-F-9 of the Commissioner of Finance.

CARRIED

H) Memorandum from the Durham OneNet Inc. Board, re: 2023 Durham OneNet Inc. Business Plans and Budget

Moved by Regional Chair Henry, Seconded by Councillor Leahy,
(32) That the memorandum from the Durham OneNet Inc. Board, regarding the 2023 Durham OneNet Inc. Business Plans and Budget be referred to Report #2023-F-9 of the Commissioner of Finance.

CARRIED

9.3 Business Plans and Budgets

A) Conservation Authorities 2023 Business Plans and Budgets

The Committee reviewed the Conservation Authorities 2023 Business Plans and Budgets, including:

- Central Lake Ontario
- Kawartha Region
- Ganaraska Region
- Toronto and Region
- Lake Simcoe Region

Councillor Roy as Chair of the Central Lake Ontario Conservation Authority (CLOCA) spoke to the pressures resulting from Bill 23 and the need to be cognizant that more funding may be required in the future.

B) Durham Regional Police Service 2023 Business Plans and Budget

The Committee reviewed the Durham Regional Police Service 2023 Business Plans and Budget.

Durham Regional Police Service Board (DRPSB) Chair Collier provided introductory remarks.

Questions were raised with respect to hiring front line officers; absences due to health related reasons; DurhamConnect; crime reduction techniques; the capital funding model for the helicopter; keeping up with the population growth expected in the Region; making policing more effective; staffing forecasts; bail reform; policing of offenders released in the Region; challenges not being dealt with by other levels of government; goals of Vision Zero; and the importance of having a full complement of both front line and civilian employees.

Chair Ashe wished Chief Rollauer well in his retirement.

C) Durham Region Transit 2023 Business Plans and Budget

The Committee reviewed the Durham Region Transit (DRT) 2023 Business Plans and Budget.

D) Health 2023 Business Plans and Budget

The Committee reviewed the Health 2023 Business Plans and Budget, including:

- Public Health
- Paramedic Services

E) Social Services 2023 Business Plans and Budget

The Committee reviewed the Social Services 2023 Business Plans and Budget, including:

- Emergency Management and Program Support Services
- Social Assistance
- Children's Services
- Family Services
- Housing Services
- Long Term Care and Services for Seniors

Staff responded to questions with respect to the Beaverton Supportive Housing project; provincial and federal subsidies; uses for reserve funds; future use of the reserve fund for operations; and programming that caters to teenagers or youth.

F) Planning & Economic Development 2023 Business Plans and Budget

The Committee reviewed the Planning & Economic Development 2023 Business Plans and Budget, including:

- Planning
- Economic Development and Tourism
- Rapid Transit and Transit Oriented Development Office

Staff responded to questions with respect to the impacts of Bill 23.

G) Works 2023 Business Plans and Budget

The Committee reviewed the Works 2022 Business Plans and Budgets, including:

- Works – General Tax
- Solid Waste Management

H) Finance & Administration 2023 Business Plans and Budgets

The Committee reviewed the Finance & Administration 2022 Business Plans and Budgets, including:

- Regional Council
- Office of the Regional Chair
- Office of the Chief Administrative Officer
- Corporate Services
- 9-1-1 Emergency Service System
- Finance
- Corporate Items
- Regional Headquarters
- Durham Regional Local Housing Corporation
- Durham OneNet Inc.
- Listing of Fees and Charges

Staff responded to questions with respect to development charges for GO Transit.

9.4 Reports

A) 2023 Strategic Property Tax Study (2023-F-8)

Report #2023-F-8 from N. Taylor, Commissioner of Finance, was received. N. Taylor provided opening remarks and noted that the recommended tax ratios are being kept the same as prior years and there is a recommendation with respect to the assessment of nuclear facilities.

Staff responded to questions with respect to outstanding assessment disputes; municipalities receiving a share of HST revenue; stranded debt; and advocacy

efforts for provincial funding for priority matters such as healthcare, housing and homelessness.

Moved by Councillor Leahy, Seconded by Councillor Woo,
(33) That we recommend to Council:

- A) That for the 2023 property taxation year, the municipal property tax ratios for the following property classes and subclasses for the Regional Municipality of Durham be set as follows, consistent with the 2022 ratios, and the requisite by-law be prepared, and approval be granted,

Multi-Residential	1.8665
New Multi-Residential	1.1000
Landfill	1.1000
Pipelines	1.2294
Farmland	0.2000
Managed Forests	0.2500

Commercial Broad Class

(Including Shopping Centres, Office Buildings, Parking Lots and Residual)

Occupied	1.4500
Vacant Land	1.4500
Excess Land	1.4500
On Farm	1.4500

Industrial Broad Class

(Including Large Industrial and Residual)

Occupied	2.0235
Vacant Land	2.0235
Excess Land	2.0235
On Farm	2.0235

- B) That to achieve greater fairness and equity in the Current Value Assessment (CVA) system and property taxation policy, the Province be requested to:
- i) update the Provincial statutory rate applicable to nuclear generating facilities;
 - ii) institute an annual mechanism to ensure the rate continues to be updated in the future, and;
 - iii) redirect proxy property tax payments currently paid by the Region's two nuclear generating facilities to the Ontario Electricity Financial Corporation (OEFC) for the Ontario Hydro stranded debt to the host municipalities and the Region following retirement of the stranded debt.

CARRIED

Moved by Councillor Leahy, Seconded by Councillor McDougall,
(34) That the Committee recess for ten minutes.

CARRIED

The Committee recessed at 11:37 AM and reconvened at 11:47 AM.

A roll call vote was conducted following the recess and all members were present.

- B) The 2023 Regional Business Plans and Budgets for Property Tax Purposes, including General Purpose, Solid Waste Management and Durham Region Transit (2023-F-9)
-

Report #2023-F-9 from N. Taylor, Commissioner of Finance, was received.

Moved by Councillor Leahy, Seconded by Councillor Lee,
(35) That we recommend to Council:

2023 General Purpose Property Tax Business Plans and Budgets

- A) That the 2023 Business Plans and Property Tax Budgets for General Purposes (excluding Durham Region Transit and Solid Waste Management) be approved, at a total net property tax requirement of \$679,862,000 as detailed within the 2023 Regional Business Plans and Budgets, which are highlighted in Report #2023-F-9 and summarized as follows:

Regional Operations

- i) Departmental Operations - excluding Long-term Care
- ii) Departmental Operations – Long-term Care
- iii) Bill 23 – More Homes Built Faster Act Provision
- iv) Regional Roads Reserve – Growth
- v) Regional Roads – Rehabilitation Reserve Fund
- vi) Regional Bridges – Rehabilitation Reserve Fund

Total Regional Operations

Police Services:

- vii) Police Services - Guideline
- viii) Police Services – Incremental Request above Guideline

Total Police Services

- ix) **Conservation Authorities**

Special Contributions:

- x) Land Conservation and Protection Reserve Fund
- xi) Durham Region Community Investment Grant

Total Special Contributions

SUBTOTAL

- xii) Deferral for Seaton Assessment Growth
- xiii) Adjustment to Assessment Base (re: Assessment under appeal)

TOTAL GENERAL PROPERTY TAX PURPOSES

**2023 Tax
Requirements
(\$000s)**

306,178

56,954

1,900

12,549

26,050

5,525

409,156

245,840

1,692

247,532

9,218

297

6,220

6,517

672,423

7,047

392

679,862

- B) That the 2023 Capital Program for General Property Tax Purposes and financing (excluding Solid Waste, Durham Region Transit and Conservation Authorities' requirements), as outlined in Attachment 4 to Report #2023-F-9 and as further detailed within the 2023 Regional Business Plans and Budgets, in the amount of \$408,039,000 be approved including up to \$15,667,000 in debenture financing;
- C) That the 2024 to 2032 Capital Forecast for General Property Tax Purposes (excluding Solid Waste, Durham Region Transit and Conservation Authorities' requirements), as outlined in Attachment 4 to Report #2023-F-9 and as further detailed within the 2023 Regional Business Plans and Budgets in the amount of \$2,191,022,000 be received for information purposes only and be subject to future approvals.

Contributions for Regional Roads and Bridges

- D) That a 2023 contribution of \$12,549,000 to the Regional Roads Reserve – Growth be authorized to allow for financing of Road Capital Construction Projects.
- E) That a 2023 contribution of \$26,050,000 to the Regional Roads Rehabilitation Reserve Fund be authorized to assist with road rehabilitation requirements.
- F) That a 2023 contribution of \$5,525,000 to the Regional Bridges Rehabilitation Reserve Fund be authorized to assist with bridge rehabilitation requirements.

Durham Regional Local Housing Corporation

- G) That the 2023 Budget for the Durham Regional Local Housing Corporation be approved at a total net property tax requirement of \$14,185,000.

Conservation Authorities

- H) That funding totalling \$6,628,702 for 2023 operations be approved for the Region's five Conservation Authorities as summarized below:
- | | |
|---|-------------|
| Central Lake Ontario Conservation Authority | \$4,380,990 |
| Kawartha Region Conservation Authority | 707,684 |
| Ganaraska Region Conservation Authority | 570,974 |
| Toronto and Region Conservation Authority | 707,600 |
| Lake Simcoe Region Conservation Authority | 261,454 |

Total Conservation Authority Operations Funding	\$6,628,702
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- I) That funding totalling \$1,752,525 for 2023 special projects be approved for the Region's Conservation Authorities as summarized below:
- | | |
|---|-----------|
| Kawartha Region Conservation Authority | \$144,130 |
| Ganaraska Region Conservation Authority | 245,871 |
| Toronto and Region Conservation Authority | 874,871 |
| Lake Simcoe Region Conservation Authority | 487,653 |

Total Conservation Authority Special Projects Funding	\$1,752,525
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- J) That funding totalling \$200,000 for 2023 land management expenditures be approved for properties within Durham Region as outlined below:
- | | |
|---|----------|
| Central Lake Ontario Conservation Authority | \$85,000 |
| Kawartha Region Conservation Authority | 15,000 |
| Ganaraska Region Conservation Authority | 37,000 |
| Toronto and Region Conservation Authority | 41,000 |
| Lake Simcoe Region Conservation Authority | 22,000 |

Total Conservation Authority Land Management Funding	\$200,000
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- K) That the Oak Ridges Moraine Groundwater Program (ORMGP) Initiatives be continued in 2023 at a funding level of \$175,000 for ongoing groundwater

protection initiatives jointly funded with the City of Toronto, Region of York and Region of Peel.

- L) That the special funding requests as outlined below be approved subject to the accountability of project costs incurred and project completion:
- a) Central Lake Ontario Conservation Authority for phase five of five of the Restoration Program in the amount of \$150,000;
 - b) Central Lake Ontario Conservation Authority for improvements to the washroom facilities at Enniskillen Conservation Area and Long Sault Conservation Area in the amount of \$130,000;
 - c) Central Lake Ontario Conservation Authority for Lynde Creek Floodplain Mapping in the amount of \$110,000;
 - d) Kawartha Conservation Authority for a final phase of the Watershed Planning project in the amount of \$27,300;
 - e) Kawartha Conservation Authority for phase four of five for the digitization of corporate records in the amount of \$5,408; and
 - f) Kawartha Conservation Authority for the implementation of their 10-year Environmental Monitoring Strategy in the amount of \$9,014.
- M) That the special funding request as outlined below be approved subject to securing the remainder of the project from the National Resources Canada Zero Emission Vehicle Infrastructure Program, project completion and accountability of project costs incurred:
- a) Central Lake Ontario Conservation Authority for two electric vehicle charging stations at the Central Lake Ontario Conservation Authority Administration Centre in the amount of \$30,000.
- N) That a contribution of \$297,000 to the Land Conservation and Protection Reserve Fund be authorized to assist in financing requests for funding received from the five Conservation Authorities to acquire environmentally sensitive lands within the Region, based on eligibility criteria per the approved Regional Land Acquisition Reserve Fund Policy.

Solid Waste Management 2023 Business Plan and Budget

- O) That the 2023 Business Plan and Budget for Solid Waste Management at a net property tax requirement of \$57,821,000 be approved as detailed in the 2023 Solid Waste Management Business Plan and Budget.
- P) That the 2023 Capital Program for Solid Waste Management and financing, as outlined in Attachment 4 to Report #2023-F-9 and as further detailed within the 2023 Regional Business Plan and Budget for Solid Waste Management, in the amount of \$1,880,000 be approved.
- Q) That the 2024 to 2032 Capital Forecast for Solid Waste Management as

outlined in Attachment 4 to Report #2023-F-9 and as further detailed within the 2023 Regional Business Plans and Budgets in the amount of \$50,134,000 be received for information purposes only and be subject to future approvals.

Durham Region Transit 2023 Business Plan and Budget

- R) That the 2023 Business Plan and Budget for Durham Region Transit be approved at a total net property tax requirement of \$79,670,000, as detailed in the 2023 Durham Region Transit Business Plan and Budget.
- S) That the 2023 Capital Program for Durham Region Transit and financing, as outlined in Attachment 4 to Report #2023-F-9 and as further detailed within the 2023 Regional Business Plans and Budget, in the gross amount of \$87,854,000 be approved, including up to \$19,804,000 in debenture financing (including \$12,804,000 in long-term financing from the Canada Infrastructure Bank), with the exception of the Harmony Terminal and the Windfield Farms Terminal project and associated financing of \$7,000,000 which is subject to further reporting and approval by Regional Council.
- T) That the 2024 to 2032 Capital Forecast for Durham Region Transit as outlined in Attachment 4 to Report #2023-F-9 and as further detailed within the 2023 Regional Business Plans and Budget in the amount of \$968,878,000 be received for information purposes only and be subject to future approvals.

Canada Infrastructure Bank (CIB) Credit Agreement for the Acquisition of Zero Emission Bus (ZEB) Fleet

- U) That the borrowing upon credit of The Regional Municipality of Durham of a maximum principal amount of \$62,000,000.00 for the acquisition of the ZEB Fleet, the entering into of the Credit Agreement by the Regional Chair and the Regional Clerk, and the establishment of the Credit Facility described in the Credit Agreement be approved, subject to the concurrence of the Regional Treasurer and that approval be granted for the requisite authorizing by-law.
- V) That pursuant to the authority contained in Section 23.1 and Subsection 412 (2) of the Municipal Act, 2001, as amended, the Region hereby delegates to the Regional Treasurer, in consultation with the Regional Clerk, the authority to amend the authorizing by-law by attaching additional Schedules "C", commencing with Schedule "C-2" for the acquisition of additional ZEBs in respect of which additional Advances under the Credit Facility will be made by the CIB to the Region in accordance with the Credit Agreement. The Regional Treasurer will report the terms of any such additional Schedules "C" to Regional Council for information once every calendar year for Regional Council's information.

- W) That the Regional Treasurer be authorized to generally do all things and to execute all other documents and papers in the name of the Region in order to carry out the long-term borrowing under the Credit Agreement.

Financial Management and Accountability

- X) That the Listing of 2023 Regional Fees and Charges, as set forth in the 2023 Regional Business Plans and Budgets be approved and made available to the public and all applicable by-laws be amended accordingly.
- Y) That the existing U-Pass agreement with Durham College, Ontario Tech University and Trent University (Durham Campus) be extended through the 2023-2024 academic year, including a 1.9 per cent increase in the fee per eligible student from \$147.25 per semester to \$150.00 per semester for the period of September 1, 2023 to August 31, 2024, an increase of \$2.75 per four month semester.
- Z) That based upon the 2023 Regional Business Plans and Budgets as recommended herein, the Commissioner of Finance be authorized to set 2023 Regional Property Tax Rates for General Purposes, Solid Waste Management and Durham Region Transit and approval be granted for the requisite By-laws.
- AA) That for any Regional program change or capital expenditure included within the 2023 Regional Business Plans and Budgets which is proposed to be financed in whole, or in part, from Provincial/Federal subsidies, grants or related revenues, neither staffing, capital nor other related Regional expenditures can be committed until such time as adequate confirmation, to the satisfaction of the Commissioner of Finance/Treasurer, is received from the respective provincial/federal ministry to commit to the subsidy, grant or related revenues in accordance with the Regional Budget Management Policy.
- BB) That funding totalling up to \$73,600 be approved for the Pickering Auxiliary Rescue Association with the funding to be provided from within the Finance Department's 2023 Business Plan and Budget to be administered by the Finance Department in consultation with the Durham Regional Police Service (DRPS) based upon services rendered.
- CC) That funding totalling up to \$47,245 be approved for COMRA with the funding to be provided from within the Finance Department's 2023 Business Plan and Budget to be administered by the Finance Department in consultation with the Durham Regional Police Service based upon services rendered.

- DD) That the policy approved in Report #2019-F-33 to fund the post year-end payment for 50 per cent of the unused incidental sick hours from the Employee Benefits reserve be rescinded.
- EE) That the reporting of the Impact of Excluded Expenses for tangible capital asset amortization, post-employment benefits and solid waste landfill closure/post-closure expenses be adopted, per requirements under the Ontario Regulation 284/09 of the Municipal Act, 2001 and the Public Sector Accounting Board (PSAB).

**Estimated Impact of Excluded Expenses on Accumulated Surplus
For the 2023 Business Plans and Budgets (\$,000's)**

	<u>2022</u>	<u>2023</u>			
		<u>Property</u>			
	<u>Total</u>	<u>Tax</u>	<u>Water</u>	<u>Sewer</u>	<u>Total</u>
	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>	<u>\$</u>
<u>PSAS Additions to Budget</u>					
Tangible Capital Asset Amortization	162,021	98,750	29,047	36,851	164,648
Post-Employment Benefit Expense	15,354	25,863	670	768	27,301
Landfill Closure Costs - Increase/(Decrease) in Liability	(38)	(248)	-	-	(248)
Transfers from Reserves and Reserve Funds	156,495	123,847	9,447	12,065	145,359
Proceeds of Debt issued for Regional Purposes	134,300	129,549	15,667	15,667	160,883
Total PSAB Additions	<u>468,132</u>	<u>377,761</u>	<u>54,831</u>	<u>65,351</u>	<u>497,943</u>
<u>PSAS Reductions to Budget</u>					
Gross Tangible Capital Assets Acquisitions	(763,443)	(493,157)	(144,198)	(147,503)	(784,858)
Less: Tangible Capital Asset Recoveries	63,388	-	-	40,691	40,691
Net Tangible Capital Asset Acquisitions	(700,055)	(493,157)	(144,198)	(106,812)	(744,167)
Debt Principal Payments	(12,412)	(16,602)	-	(2,041)	(18,643)
Transfers to Reserves and Reserve Funds	(143,817)	(124,977)	(9,447)	(20,844)	(155,268)
Contributed Tangible Capital Assets	(21,197)	(297)	(8,972)	(10,748)	(20,017)
Total PSAB Reductions	<u>(877,481)</u>	<u>(635,033)</u>	<u>(162,617)</u>	<u>(140,445)</u>	<u>(938,095)</u>
Net Impact - (Increase) to Accumulated Surplus	<u>(409,349)</u>	<u>(257,272)</u>	<u>(107,786)</u>	<u>(75,094)</u>	<u>(440,152)</u>

CARRIED

Moved by Regional Chair Henry, Seconded by Councillor Lee,
(36) That the main motion (35) of Councillors Leahy and Lee be divided in order to allow voting on part A i) Departmental Operations – excluding Long-term Care, separately from the remainder.

CARRIED

Part A) i) was then put to a vote and CARRIED ON THE FOLLOWING RECORDED VOTE. Councillor Woo declared a conflict of interest on this item earlier in the meeting and did not vote on this item:

Yes

No

Councillor Ashe, Chair
Councillor Garrod
Regional Chair Henry
Councillor Leahy
Councillor Lee
Councillor McDougall

Councillor Schummer

Members Absent: None

Declarations of Interest: Councillor Woo

The main motion (35) of Councillors Leahy and Lee [with the exception of Part A) i)] was then put to a vote and CARRIED UNANIMOUSLY ON THE FOLLOWING RECORDED VOTE:

Yes

No

Councillor Ashe, Chair
Councillor Garrod
Regional Chair Henry
Councillor Leahy
Councillor Lee
Councillor McDougall
Councillor Schummer
Councillor Woo

None

Members Absent: None

Declarations of Interest: None

Chair Ashe thanked staff for all of their hard work on the budget. The Clerk was requested to ask members of Council to submit any budget related questions for the March 29, 2023 Regional Council meeting in writing, prior to the meeting, so that staff may provide more effective responses.

10. Advisory Committee Resolutions

There were no advisory committee resolutions to be considered.

11. Confidential Matters

There were no confidential matters to be considered.

12. Other Business

There was no other business to be considered.

13. Date of Next Meeting

The next regularly scheduled Finance & Administration Committee meeting will be held on Tuesday, April 11, 2023 at 9:30 AM in Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby.

14. Adjournment

Moved by Councillor Leahy, Seconded by Councillor Lee,
(37) That the meeting be adjourned.

CARRIED

The meeting adjourned at 11:51 AM

Respectfully submitted,

K. Ashe, Chair

L. Fleury, Legislative Officer




TOWN OF AJAX
65 Harwood Avenue South
Ajax ON L1S 3S9 www.ajax.ca

The Honorable Doug Ford
Premier of Ontario
Legislative Building Queen's Park
Toronto ON M7A 1A1
premier@ontario.ca

Sent by E-Mail

March 29, 2023

 Corporate Services Department Legislative Services Division	
Date & Time Received:	March 29, 2023 3:47 pm
Original To:	CIP
Copies To:	
Take Appropriate Action	<input type="checkbox"/> File <input type="checkbox"/>
Notes/Comments:	

Re: Support for Bill 5 - Stopping Harassment and Abuse by Local Leaders Act

The following resolution was passed by Ajax Town Council at its meeting held on March 27, 2023:

WHEREAS currently the most severe penalty that can be imposed on an elected official is suspension and loss of pay for 90 days, even in cases of workplace harassment or abuse;

AND WHEREAS there is currently no process to remove an elected official from office, even in cases of confirmed workplace harassment or abuse;

AND WHEREAS a fundamental, underlying principle of broadening diversity, equity and inclusion in politics rests on the assumption that the workplace is safe;

AND WHEREAS Bill 5, the Stopping Harassment and Abuse by Local Leaders Act would require all elected officials to comply with the workplace violence and harassment policies of the municipality they represent, permit a municipality to direct the Integrity Commissioner to apply to the court to vacate a member's seat for failing to comply with the municipality's workplace violence and harassment policies as well as restrict officials whose seat has been vacated from seeking re-election in any resulting by-election;

AND WHEREAS at least 27 municipalities have formally endorsed and communicated public support for Bill 5, including Ottawa, Hamilton, London, Barrie, Orillia, and Richmond Hill;

AND WHEREAS Bill 5 would both hold accountable and protect all municipal officials;

NOW THEREFORE BE IT RESOLVED THAT:

- Ajax Council express its support for Bill 5, Stopping Harassment and Abuse by Local Leaders Act; and
- A copy of this motion be circulated to the Hon. Doug Ford, Premier of Ontario, Patrice Barnes, MPP for Ajax, the Association of Municipalities of Ontario, Regional Council, and Durham Region municipalities.

CARRIED

If you require further information please contact me at 905-619-2529 ext. 3342 or Jason.McWilliam@ajax.ca.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jason McWilliam', with a long horizontal stroke extending to the right.

Jason McWilliam
Manager of Legislative Services/Deputy Clerk

Copy: Regional Councillor M. Crawford
Councillor N. Henry
MPP Patrice Barnes
Association of Municipalities of Ontario



The Regional Municipality of Durham Report

To: Finance and Administration Committee
From: Chief Administrative Officer
Report: #2023-A-8
Date: April 11, 2023

Subject:

Update to the Community Flag Policy

Recommendation:

That the Finance and Administration Committee recommends to Regional Council:

- A) That the updates to the Community Flag Policy be approved; and
 - B) That authority for future updates and amendments to the Community Flag Policy be delegated to staff within the Office of the Regional Chair.
-

Report:

1. Purpose

- 1.1 This report outlines updates the existing Regional Municipality of Durham (Region) Community Flag Policy applicable to Regional Headquarters.
- 1.2 This report also requests that, moving forward, authority to amend or update this policy be delegated to staff in the Office of the Regional Chair.

2. Background

- 2.1 At the Finance and Administration Committee of May 6, 2014, a delegation presented a request for the Region to consider designating an area at Regional Headquarters to display flags to recognize events of significance to communities in the Region. Based on a motion from the Finance and Administration Committee, staff were directed to install up to three flag poles on Regional

Headquarters property in a visible location and develop a policy regarding the use of the community flag poles.

- 2.2 As a result of this direction, two flag poles were installed at the entrance to Regional Headquarters from Rossland Road. A policy was developed and approved by Regional Council at its meeting of September 17, 2014.
- 2.3 Since this time, several community organizations have submitted requests to have events recognized using these two community flagpoles. This demand has resulted in the Region not being able to support several organizations that wish to have flags risen on the poles.

3. Previous Reports and Decisions

- 3.1 Finance and Administration Committee Report #2014-A-32, approved by Regional Council on September 17, 2014, provided Regional Council with the current policy for the two community flag poles currently available on the Regional Headquarters property.

4. Updates to the Community Flag Policy

- 4.1 Currently, the use of the two existing flag poles is based on the first request received. With the increase in volume of requests since the installation of the two poles, conflicts in requests have arisen, meaning that some community events cannot be recognized.
- 4.2 To address the growing volume of requests for use of the current community flag poles, five new flagpoles have been installed on the northeast side of the Regional Headquarters property. This highly visible location will provide additional space to recognize events with overlapping dates.
- 4.3 In addition to capturing the change in the number of poles available for community use, the policy provides guidance and defines the purpose of the existing flagpoles on the property, including the repurposing of the two existing community flagpoles at the Rossland Road entrance.
- 4.4 While the policy still prioritizes requests based on the order in which they were received, the additional flagpoles should be sufficient to ensure that conflicting requests are minimized.

- 4.5 To ensure the Community Flag Policy can be updated and will remain current and flexible, the authority to amend and update this policy should be delegated to staff moving forward.

5. Relationship to the Strategic Plan

- 5.1 This report aligns with/addresses the following strategic goal and priorities in the Durham Region Strategic Plan.

5.2 Goal 5 - Service Excellence:

- a. Collaborating for a seamless service experience through centralizing requests by community organizations for the use of the Community Flagpoles through the Office of the Regional Chair.
- b. Demonstrating commitment to continuous quality improvement and transparency through management of the Community Flag Policy and responsiveness to changing requirements through the delegation of authority for the management of the policy to staff.

6. Conclusion

- 6.1 Since 2014, requests for the use of the Community Flagpoles at Regional Headquarters have been consistently increasing. By relocating the placement of the flagpoles and installing additional poles, the Region will be better positioned to proceed with more requests, particularly where dates conflict or overlap.
- 6.2 For additional information, please contact Jenni Demanuele, Director, Corporate Infrastructure and Strategic Business Services at 905-668-4113 extension 3456.

7. Attachments

- 7.1 Attachment #1: Updated Community Flag Policy

Respectfully submitted,

Original signed by

Elaine C. Baxter-Trahair
Chief Administrative Officer



Community Flag Policy

Approved by: Regional Council

Issued: September 2014

Revised: April 2023

Responsibility: Office of the Regional Chair

1.0 Policy

The Region of Durham has five flagpoles upon which flags from community groups located in Durham Region may be flown provided the criteria set forth herein are met. These flagpoles are located at Regional Headquarters located at 605 Rossland Road East, Whitby.

2.0 Purpose

The community flag policy is intended to provide a framework and consistent protocol to govern requests from community groups to fly their flags on specifically designated Regional flagpoles.

3.0 Scope

This policy applies to community flags at Regional Headquarters only. For clarity, community flags will not be flown at any other Regional location.

4.0 Definitions

"Community flagpoles" means the flag poles which are designated to fly flags that represent Durham Region community organizations.

"Regular business hours" refers to 8:00 a.m. to 5:00 p.m., Monday to Friday, excluding statutory holidays.

5.0 Guidelines

5.1 Flag configuration

There are four sets of flagpoles at Regional Headquarters.

- The first set (3 flag poles) is located immediately outside the West entrance to the building and to the observer facing the flags, they will display in order from left to right: the Province of Ontario Flag (left), Canadian Flag (centre) and the Region of Durham Flag (right). When the Durham Regional Police Service

requests a flag raising to recognize an event, the Durham Region Flag will be lowered, and its designated pole used for this purpose.

- The second set (nine flag poles) is located north of the Council chambers. The flag poles fly the Mississaugas of Scugog Island First Nation Flag and a flag from each of the eight lower-tier municipalities in alphabetical order.
- The third set (2 flag poles) is located on the island in the traffic circle in the northwest portion of the of the property. These flag poles are designated for the Durham Region Flag (east side/left side) and Durham Regional Police Service flag (west side/right side).
- The fourth set (5 flag poles) are located on the northeast portion of the property and designated for community flags.

5.2 Community flag raising criteria

- flags shall be those of a charitable or non-profit organization in Durham Region
- no commercial, religious, or political flags shall be flown
- flags that are from groups whose activities or philosophy are contrary to those of the Region of Durham will not be permitted
- the Region of Durham reserves the right to deny an application for a community flag
- the decision to grant, or refuse, permission to fly a community flag is in the absolute unfettered discretion of the Region of Durham
- flags will be flown in accordance with a declaration from the Region endorsing support

5.3 Applications for the use of community flag poles

- A community flagpole request form (attached) must be received, in writing, by the Office of the Regional Chair at least four weeks prior to the date that the flag is requested to be flown.
- Applications must be made on an annual basis; they will not be automatically renewed.

5.4 General guidelines for community flag poles

- Flags will be flown for the duration of an event, or for a period of no more than one week, whichever is shorter.
- Should more than five organizations seek to have their flags flown for the same date, which ever organization's application was received first shall have their flag flown provided it otherwise meets the criteria for acceptability.
- Flags shall not be raised or lowered outside of regular business hours.
- Community groups must provide two flags (72 inches x 36 inches with grommets), so a replacement flag is available should one be torn or damaged. Both flags will be returned to the community group in "as is" condition when the occasion being marked is over.
- The Region of Durham accepts no responsibility for the safekeeping or good condition of a community flag.
- When there is no community flag on the poles, the poles will remain vacant.

- Should the flags at Regional Headquarters be lowered to half-mast for mourning, the community flags will also be lowered.
- No flag is permitted to fly higher than the Canadian flag.

6.0 Roles and Responsibilities

6.1 Office of the Regional Chair

- The Office of the Regional Chair shall review applications to fly a community group's flag and will notify the group of the decision
- The Office of the Regional Chair is responsible for notifying staff to lower the flags to half mast, as per the Region of Durham protocol.

6.2 Works Department, Facilities Maintenance and Operations

- The Facilities division of the Works Department is responsible for raising and lowering the community flags.

7.0 Application

This policy applies to all community groups requesting their flags to be flown from the community flag poles at Durham Region Headquarters.

8.0 Inquiries

Any inquiries related to this policy should be directed to the Regional Chair's Office, Regional Municipality of Durham, 605 Rossland Road East, Whitby, ON L1N 6A3



The Regional Municipality of Durham Report

To: Finance and Administration Committee
From: Commissioner of Corporate Services
Report: #2023-A-9
Date: April 11, 2023

Subject:

Succession Management Bi-Annual Update

Recommendation:

That the Finance and Administration Committee recommends to Regional Council:

That this report be received for information.

Report:

1. Purpose

- 1.1 The purpose of this report is to provide the Finance and Administration Committee and Regional Council with the Council directed bi-annual update on the retirement forecast for the Region and corresponding succession management activities.

2. Background

- 2.1 Succession management is a critical organizational activity which requires the identification of key positions which may pose a significant loss to the corporation if left vacant. It requires tracking of projected talent retirements; identification of potential future leaders and corresponding employee feedback and development documentation inclusive of appropriate, personalized learning plans allowing for future people leaders to be in a state of readiness in the event of a key position becoming vacant.

- 2.2 The Region has a people strategy (Our People, Our Future) with corresponding policies and programs such as our succession management policy, performance management policy, learning and development policy, career management policy, knowledge transfer policy, and our Employee Feedback and Development Program. These policies and programs provide supports throughout the employee life cycle. The foundations of these policies allow the Region to identify key positions which require succession planning and potential future people leaders.
- 2.3 A leadership gap can threaten an organization's capacity to identify and meet strategic objectives now and into the future. Corporate memory, expertise and capacity erode in the absence of talent bench strength. Attracting staff into leadership positions is becoming increasingly difficult. Attracting talent into the municipal sector may become a challenge in the future if the municipal sector fails to be dynamic and fluid in its total compensation package, ensuring its workplace appeals to a multi-generational workforce. To date, the Region continues to conduct an environmental scan of its workforce to ensure policies and programs do not remain stagnant such as offering teleworking hybrid models (where operational feasible) and offering alternate work arrangements to support work-life integration and overall satisfaction with working conditions.
- 2.4 The Region's Talent Acquisition and Organization Development team has a history of proactive, progressive attraction efforts to generate interest in the Region as an employer. Faced with the labour shortage and the desire to ensure the attraction and retention of a diverse workforce, the team has increased its efforts to promote the Region such as employee referral bonuses, social media outreach, various online job boards, executive search firms, Mentorship Program, employee testimonials, attendance at career fairs, inclusive of Newcomer Expos and presentations such as the Hiring Immigrant Professional Talent. Additionally, the Region, through the Human Resources division, offers support at the senior leadership level to ensure helpful, robust, progressive learning plans are established with staff who show a demonstrated interest and potential in progressing within the organization.
- 2.5 The Region tracks the retirement demographics for its workforce which is sourced from OMERS, the Region's pension provider. The retirement demographics provide an opportunity to cross reference with the Region's succession data to ensure corporate readiness for the potential loss of knowledge with a viable talent pool, augmented by robust recruiting tools to allow for community outreach, thereby attracting a diverse, skilled workforce.
- 2.6 In late 2022 each divisional Director was provided with their five-year forecast for employee retirements, and previous succession documents to identify critical jobs within their division and to identify and make recommendations regarding learning opportunities for employees with the potential to fill critical positions which may become vacant at a future date. Additionally, a cross-reference of critical jobs and future people leaders is conducted to identify any opportunities for cross-departmental movement and learning opportunities.

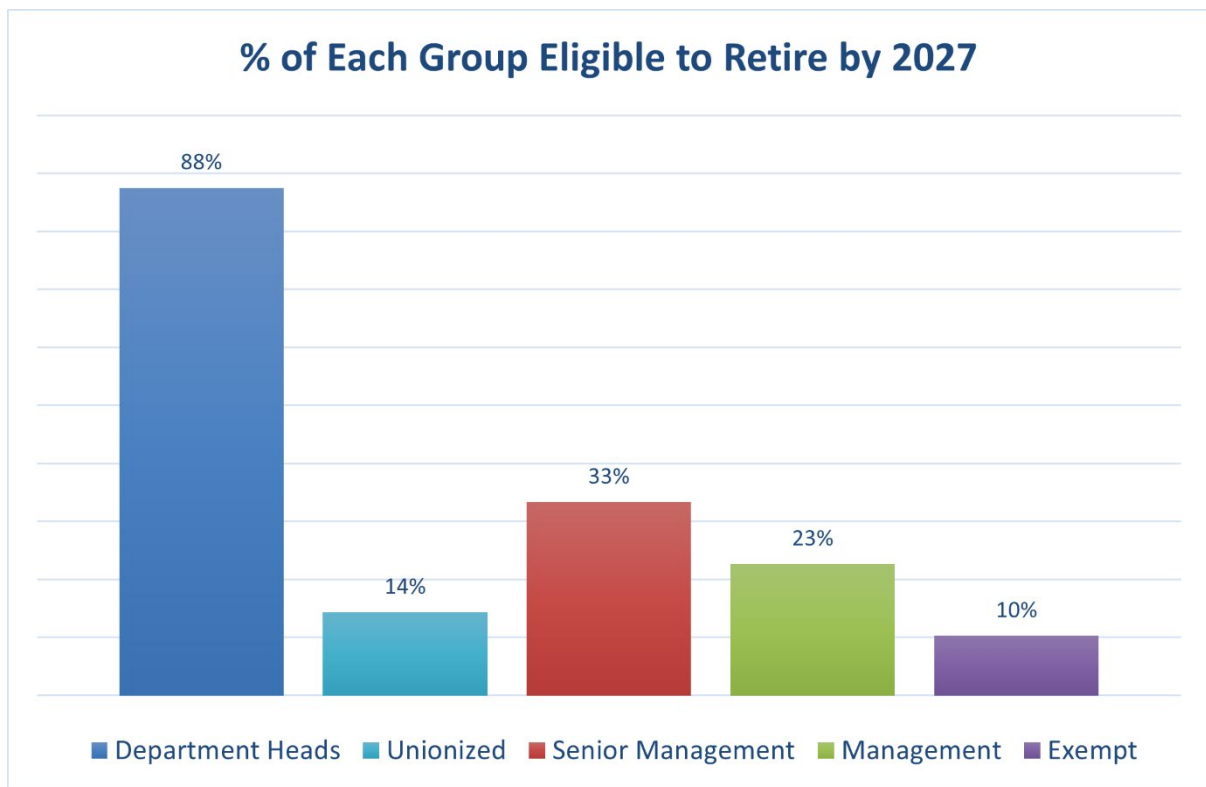
3. Previous Reports and Decisions

- 3.1 Report [#2021-A-12](#) Succession Management Bi-annual Update, dated June 8, 2021.

4. Region of Durham Retirement Forecast

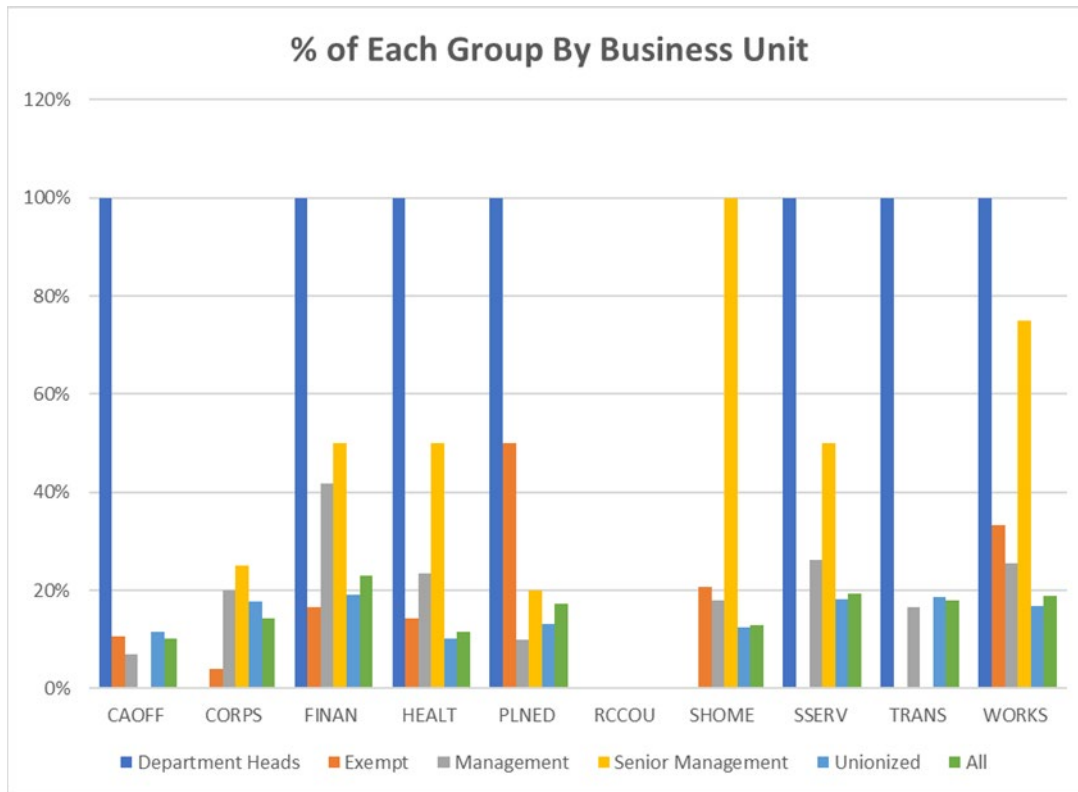
- 4.1 The following is a breakdown, and corresponding graphic, of employee groups eligible to retire within the next five years (by December 2027), as identified by OMERS, notable are the following demographics:

- a. 88% of Department Head employee group will be eligible to retire.
- b. 14% of the Region's unionized employee groups will be eligible to retire.
- c. 33% of the Senior Management employee group will be eligible to retire.
- d. 23% of Management employee group will be eligible to retire.
- e. 10% of the Exempt employee group will be eligible to retire.



- 4.2 Overall, approximately 15% of the Region's active workforce is currently eligible to retire within the next 5 years, with a substantive number of staff in both the Department Head and Senior Management employee groups.

4.3 The 15% mentioned in 4.2 is presented below by business unit:



CAO's Office	Corporate Services	Finance	Health	Planning & Economic Development	Regional Council	Social Services (Homes)	Social Services	Transit	Works
100%	0%	100%	100%	100%	0%	0%	100%	100%	100%
11%	4%	17%	14%	50%	0%	21%	0%	0%	33%
7%	20%	42%	23%	10%	0%	18%	26%	17%	26%
0%	25%	50%	50%	20%	0%	100%	50%	0%	75%
11%	18%	19%	10%	13%	0%	12%	18%	19%	17%
10%	14%	23%	11%	17%	0%	13%	19%	18%	19%

5. Implications

Department Heads and Senior Management

- 5.1 One of the most serious implications to Durham of the impending retirements is the number of Senior Management eligible to retire within the upcoming five years. This will result in a significant loss of subject matter expertise, experience, corporate memory, and ability at the senior leadership level. This supports the value and necessity in ensuring effective succession strategies are in place to ensure smooth transitions and business and service continuity. It is incumbent upon senior management to develop prospective successors. This involves exposing these employees with potential for progression to the issues, processes and structures in which department heads and senior management operate. Additionally, the Region's Human Resources Division has enhanced its professional development opportunities and learning for both members of management and the senior leadership team in 2023 to ensure the appropriate skill sets such as political acuity, being people-focused, strategic, change management, innovative and inclusive are prioritized.
- 5.2 The various programs and opportunities provided to develop existing staff will be of continued value across the board, with particular focus being encouraged in Finance, Health, SSERV and Works where there is a more of a risk of retirement at all levels of the management teams. Examples of such program include but are not limited to the Region's recently launched Mentorship Program, and a formalized secondment process which is currently being undertaken.

6. Other Impacts and Opportunities

- 6.1 While the impending retirements are a concern for the corporation it also represents an opportunity in several respects.
- 6.2 Firstly, retirements offer an opportunity to review and amend existing organizational structures to ensure that the Corporation is efficient, modernized, and reflective of best practices. Efficiencies can be achieved upon the retirement of Department Heads and/or senior management by way of attrition versus displacing staff and the costs that can be associated with such displacement.
- 6.3 Additionally, retirements present an opportunity for corporate renewal. Bringing new staff into the Corporation and/or promoting internal staff can encourage new ideas, perspectives and can imbue the workplace with energy, enthusiasm, and cultural diversity. In this regard, the emphasis upon ensuring adequate corporate learning and development of incoming staff will become more important as we begin to develop the next generation of regional staff and leaders.

7. Relationship to Strategic Plan

7.1 This report aligns with/addresses the following strategic goals and priorities in the Durham Region Strategic Plan:

- a. Goal 5: Service Excellence. Objective: To provide exceptional value to Durham taxpayers through responsive, effective and fiscally sustainable service delivery.
 - 5.1 Optimize resources and partnerships to deliver exceptional quality services and value
 - 5.4 Drive organizational success through innovation, a skilled workforce, and modernized services

8. Conclusion

- 8.1 Succession planning serves as a critical strategic priority for the corporation to support the Region's people strategy, promote the Region as a progressive employer, ensure the protection and transfer of corporate knowledge and ensure there is not a leadership vacuum in the future.
- 8.2 The Human Resources Division of the Corporate Services Department will continue to support all divisions in ensuring succession and performance management planning activities, inclusive of learning plans, are undertaken and the necessary supports are accessible to protect corporate knowledge and meet the Region's future workforce needs.
- 8.3 For additional information, contact: Louise O'Dell, Director of Human Resources, at 905-668-4113, extension 2076.

Respectfully submitted,

Original signed by

Barb Goodwin, MPA, CPA/CGA,
B.Comm, CPM, CMMIII
Commissioner of Corporate Services

Recommended for Presentation to Committee

Original signed by

Elaine C. Baxter-Trahair
Chief Administrative Officer



The Regional Municipality of Durham Report

To: Finance and Administration Committee
From: Chief Administrative Officer
Report: #2023-A-10
Date: April 11, 2023

Subject:

The Regional Municipality of Durham 2021 Accessibility Report

Recommendation:

That the Finance and Administration Committee recommends to Regional Council:

That the Regional Municipality of Durham 2021 Accessibility Report be received for information.

Report:

1. Purpose

- 1.1 The purpose of this report is to present the 2021 Accessibility Report to the Finance and Administration Committee.

2. Background

- 2.1 In June 2005, the Ontario Legislature passed the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). The AODA builds on the previous Ontarians with Disabilities Act, 2001, and both acts are still in effect.
- 2.2 Provincial and municipal governments and key broader public-sector organizations are required to prepare an annual accessibility status report which outlines what steps have been taken to prevent and remove barriers to accessibility for people with disabilities, while meeting the AODA requirements. This Report is intended to report on the progress of actions outlined in the Multi-Year Accessibility Plan.

3. Process

- 3.1 The 2021 Accessibility Report is an annual update on the implementation of standards and timelines outlined in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the 2022-2025 Multi-Year Accessibility Plan. The AODA legislation supports the identification, removal and prevention of accessibility barriers throughout the organization's provision of goods and services, facilities and employment. The attached report reviews the progress on actions moving forward as outlined in this 2022-2025 Multi-Year Accessibility Plan.
- 3.2 The Chief Administrative Officer's office led the report's development, in consultation with representatives from each regional department and the Accessibility Advisory Committee. The staff working group has worked with internal departments to prepare updates for the 2021 Accessibility Report.

4. Next Steps

- 4.1 After Regional Council receives the 2021 Accessibility Report it will be made available to the public and posted to the regional website. The Report will also be made available in various accessible formats upon request.

5. Attachments

Attachment #1: The Regional Municipality of Durham 2021 Accessibility Report

Recommended for Presentation to Committee

Respectfully submitted,

Original Signed By

Elaine C. Baxter-Trahair
Chief Administrative Officer

2021

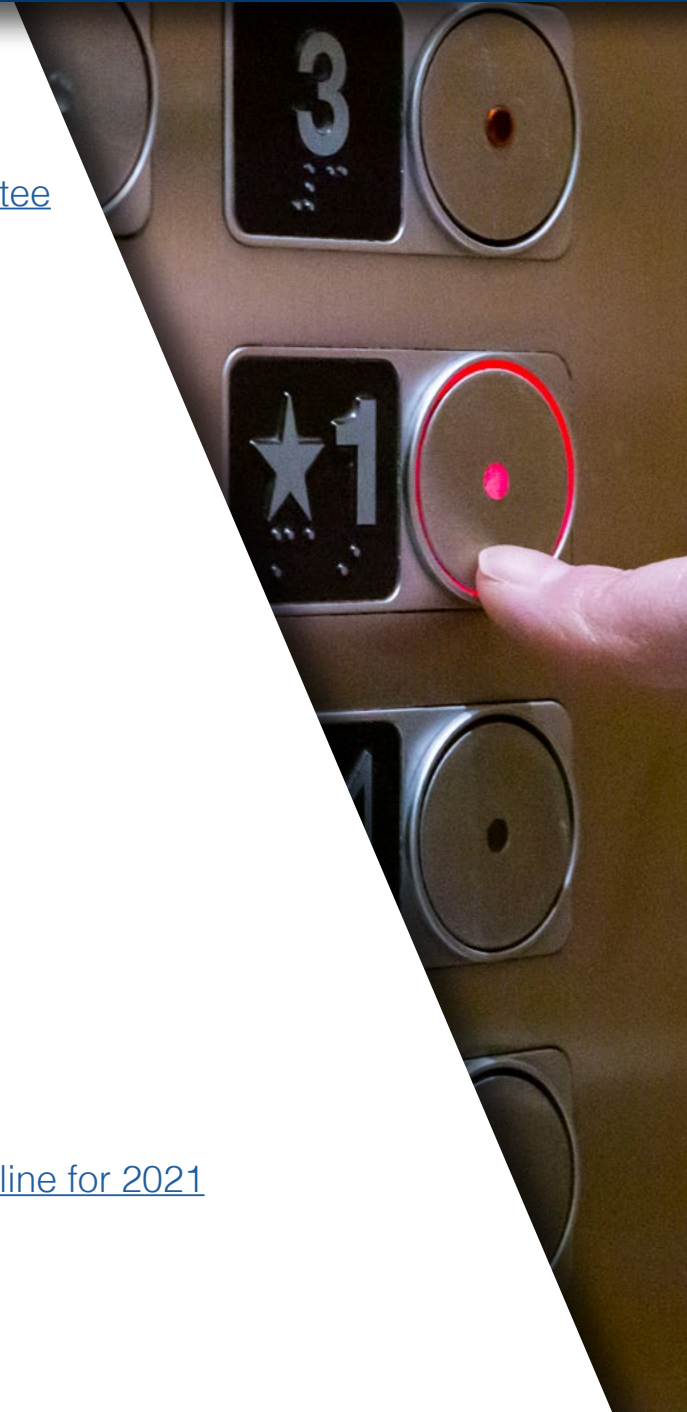
Durham Region Accessibility Report



If you require this information in an accessible format, please contact the Accessibility Coordinator at accessibility@durham.ca Or 905-668-4113 extension 2009.

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Land Acknowledgement

The Region of Durham is located on land which has long served as a site of meeting and exchange among the Mississauga Peoples and is the traditional and treaty territory of the Mississaugas of Scugog Island First Nation. We honour, recognize and respect this nation and all Indigenous Peoples as the traditional stewards of the lands and waters on which we have the privilege to live.

We must acknowledge the perpetuated discrimination, numerous health crises and the uncovering of the remains of Indigenous children and unmarked graves at residential schools across the country. Indigenous world views demonstrate the importance of community members taking care of one another and building community through shared environment, tradition and knowledge. We understand that western colonization, including policies, practices and discriminatory laws, has devalued traditional Indigenous communities and we recognize the long-standing impacts this has had on Indigenous Peoples.

Durham Region is committed to engaging and nurturing relationships with Indigenous community members through building trust, reciprocity and respect. We are committed to joining in the healing by connecting the past to the present and the future.

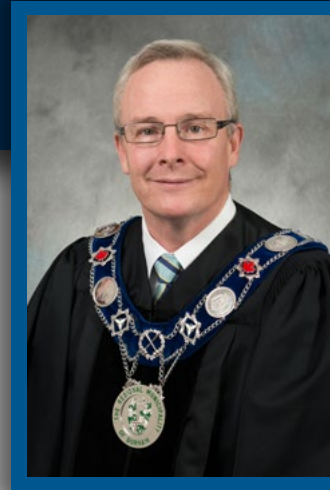
Miigwech/ Nia:wen/ Marsi/ Thank you / Merci



Regional Chair and Chief Administrative Officer message

Durham Region is made up of diverse communities where every person has the right to feel a sense of belonging and is empowered to participate fully. As a Region, we strive to identify and remove barriers to participation to ensure our facilities, programs and services, are accessible, equitable and reflect the diversity of the region.

We are committed to addressing accessibility in a manner that upholds the principles of dignity and independence and strives to provide integrated services and equal opportunity for everyone.



Vibrant, diverse neighbourhoods make up Durham Region—a caring community, where every person is treated with dignity and respect; where people of all ages and abilities can thrive as they live, work, play, visit and invest in our region.

This was a historic year. As we prioritized public health across Durham Region, we ensured that COVID-19 vaccination was as accessible and convenient as possible, through specialized support and free transit to vaccine clinics (thanks to a partnership with Ontario Power Generation). Our teams worked around the clock, pivoted operations, and administered more than one million vaccine doses. On top of it all, we continued to implement—and improve—award-winning programs and services. We underlined our commitment to accessibility by advancing several banner initiatives.

We concluded the Age-Friendly Durham Strategy and Action Plan, and became a member of the World Health Organization's Global Network for

Regional Chair and Chief Administrative Officer message

Age-Friendly Cities and Communities. Work completed on the 67 action items supported the creation of a strong and vibrant community where older adults remain active, enjoy better health, and are more engaged and informed.

Regional Council adopted the Community Safety and Well-being Plan, which will intentionally align existing relationships, plans, and strategies at the regional, municipal, and community level to optimize resources, best practices, and facilitate effective cross-sectoral collaboration. Safety and well-being are the cornerstones upon which healthy, prosperous communities are built.

And, we formally established a Diversity, Equity and Inclusion (DEI) Division within the Office of the Chief Administrative Officer to foster welcoming, fair, respectful and inclusive communities. Key components of our regional DEI strategy include ensuring staff of all abilities are valued, included and supported and regional programs and services are available and accessible to all. It is important that the Region of Durham is a place where diversity is embraced and each one of us is valued and included. Creating a strong sense of belonging helps us harness individual differences in ways that drive leadership, co-operation, innovation and service excellence.

We're confident these strategies will be important steps on our journey to ensure that Durham Region is an accessible place that everyone can be proud to call home. The 2021 Accessibility Award recipients demonstrate how our community is continuously moving toward this vision.

We offer our gratitude to the Region's Accessibility Advisory Committee (AAC) for guiding this work. Durham Region is committed to making our programs and services reflective of the people who live here. Working together, we can achieve this goal for all communities within the Region of Durham.

Message from the Chair, Durham Region Accessibility Advisory Committee



It is an honour to serve as chair of the Durham Region Accessibility Advisory Committee (AAC) alongside a dedicated group of individuals who live across the region and bring a wide range of personal experiences and perspectives to ensure Durham Region remains committed to building a safe, accessible and inclusive community.

Despite navigating yet another year of on-and-off pandemic restrictions, the Accessibility Advisory Committee remained committed to serving the community through a variety of educational and consultative initiatives. The AAC provided advice to Durham Region Transit's Specialized Transit on topics such as the importance of accessible transportation for people with invisible disabilities.

We also provided feedback to the Durham-Scarborough Bus Rapid Transit project on topics including bus shelter design (door openings and lighting); visual and audio prompts for people with low vision, to notify them when a bus has arrived; the importance of having signage; an education campaign for the project; and concerns with pedestrians crossing the street to get to shelters.

I want to congratulate all of the 2021 Accessibility Award recipients. We recognize your accessibility efforts throughout the region. It is the work of these champions that help translate our committee's work into tangible results for the community.

As we move into 2022 let us remember that disability does not discriminate. We all have a lifetime of changing needs and by keeping accessibility at the forefront of all conversations our result will always be a more inclusive community.

Dawn Campbell, Chair, Durham Region Accessibility Advisory Committee

Durham Region Accessibility Report



The Regional Municipality of Durham 2022-2025 Multi-Year Accessibility Plan and previous Accessibility Reports can be found at durham.ca/accessibility.

The Regional Municipality of Durham's 2021 Accessibility Report is an annual update on the implementation of standards and timelines outlined in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the 2022-2025 Multi-Year Accessibility Plan. The AODA legislation supports the identification, removal and prevention of accessibility barriers throughout the organization's provision of goods and services, facilities and employment.

The Region of Durham has a population of more than 700,000 people. Of this, 22 per cent of community members identify as having at least one disability (2021 Statistics Canada report)—approximately 154,000 residents of Durham Region.

Durham Region's work is guided by the 2020-2024 Strategic Plan and aligns with the goal of a healthy, inclusive, age-friendly community where everyone feels a sense of belonging.

Accessibility Awards



The Region of Durham's Accessibility Awards celebrate accessibility as an essential foundation of our vision for a healthy, prosperous community for all. The awards honour community leadership and innovation in eliminating barriers for people with disabilities. Acknowledging and celebrating individuals, services and businesses that demonstrate commitment to accessibility, helps us to build a community that values and respects each person.

Nominations for these awards are made by the Accessibility Advisory Committees of all the municipalities within Durham Region. Gratitude goes out to every committee and the various community partners who recommend and support the nominations.

Accessibility Award recipients



Ajax—Liz Wallis recognized that many children in the community have communication challenges and use Core boards or Picture Exchange Communication Systems to communicate. Town of Ajax staff are actively pursuing the project and sought budget approval for pilot installation in key locations for 2022.



Brock—The Nourish and Develop Foundation led by Zoe Levitt took their farmers' market on the road. The Mobile Food Market went to numerous locations around Brock Township and surrounding areas twice a week, providing fresh local produce, meal kits and prepared meals at an affordable price to everyone.



Oshawa—The Oshawa Senior Community Centres 55+ team led by Executive Director, Sandi Black rapidly and creatively modified the services that they offered due to COVID-19 limitations. They offered online programs, grocery and frozen meal order and delivery service, a telephone outreach program, Zoom chats, porch visits, social connecting through Facebook, activity package delivery, outdoor programs when permitted and free rides to the Oshawa Vaccine Clinic.



Pickering—Ajax-Pickering Adult Day Program led by Colleen Paris, Day Program Coordinator. Initially, due to the pandemic lockdown, the Adult Day Program and services for community members were closed. Colleen and her staff called all participants to see how they were doing, arranged Zoom meetings, engaged in activities and distributed baskets of goodies to participants homes. As rules permitted, Colleen was able to arrange a day program for four or five participants at a time with protocols in place.

Accessibility Award recipients



Scugog—Applewood Farm and Winery Owners, Matt and Stephanie Passa Fiume have shown a commitment to accessibility and disability rights through creating a more accessible experience for all by providing accessible wagon rides, washrooms and picnic tables.



Uxbridge—Terry Baskin was a previous member and Chair of the Uxbridge Accessibility Advisory Committee where he demonstrated a persistent and passionate commitment to advancing accessibility in his community. He is an active consultant and advocate of the Downtown Revitalization Committee and the Uxbridge Lions Universal Club Playground Committee, providing education and expertise around the AODA standards.



Whitby—Founding partners, David and Kara Onofrio, of Redwood Employment run a family-owned business, inspired by individuals living with Autism, including their 'Justin,' as their why. Partnering with the Canadian Council on Rehabilitation and Work, Redwood Employment helps individuals with autism gain and keep meaningful employment. From their journey, their own charity AutismAngels.com was born.



Region of Durham 2021 Achievements and Highlights

Diversity, Equity and Inclusion Division

In 2021, following the mandate of Regional Council, Durham Region established a Diversity, Equity and Inclusion (DEI) Division within the Office of the Chief Administrative Officer to foster welcoming, fair, respectful and inclusive communities with established measurable goals. The DEI division prioritized and supported the development of new tools and best practices to empower and engage diverse communities within the organization and across the region.

Key components of the DEI strategy included ensuring staff of all abilities are valued, included and supported and regional programs and services are available and accessible to all.



To support staff, the DEI division conducted the following activities:

- Held an “Equitable and Inclusive Engagement Practices” workshop for employees.
- Launched a Discrimination and Harassment Anonymous Reporting Tool.
- Hosted a session for staff on Universal Design and Planning for Accessibility in the Workplace during National AccessAbility Week.

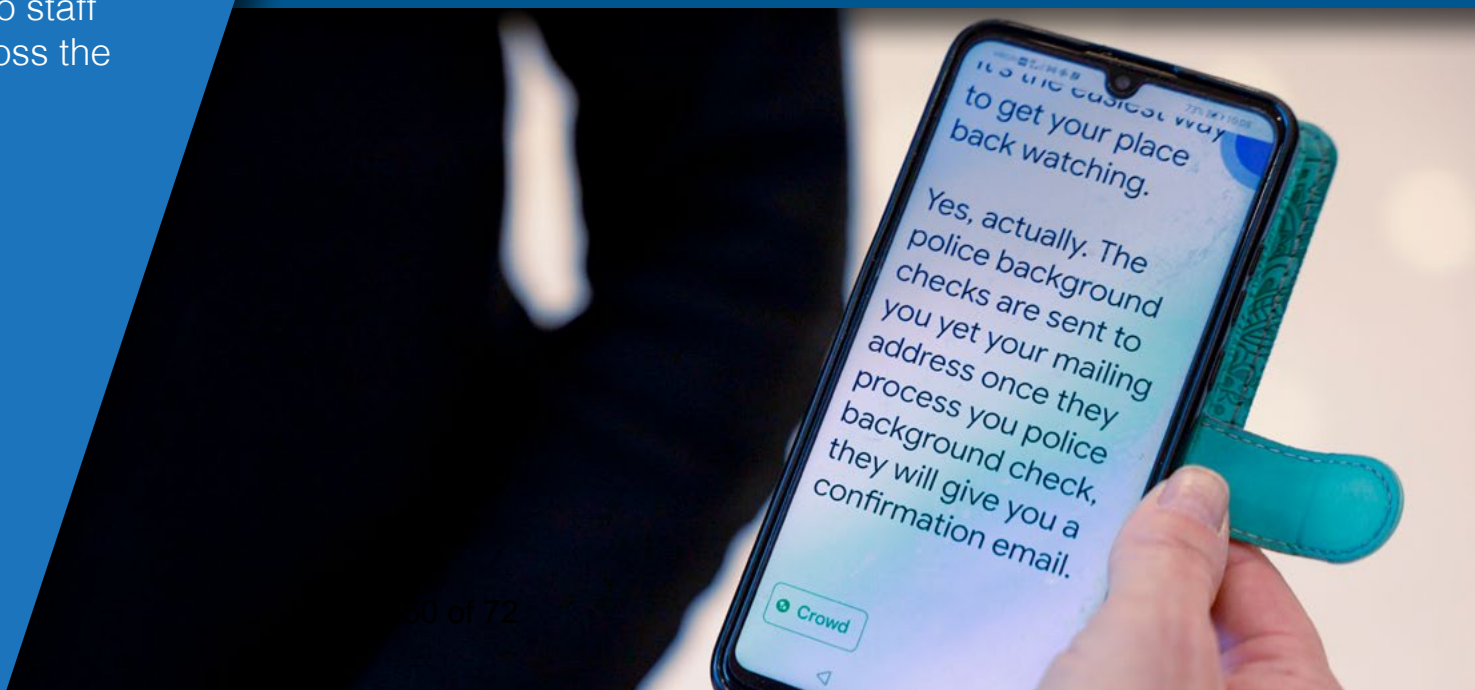
The establishment of a DEI division ensured that the Region embedded an equity lens across all departments. In addition to employing dedicated accessibility-focused staff, the Region convened a Disabilities Subcommittee to address and champion the needs of employees and community members with disabilities.

Fostering an inclusive community included building partnerships with community service organizations that have an accessibility mandate and work to reduce barriers for residents. Durham Region will continue to work with Abilities Centre to deliver targeted programming and community events; and with Ready, Willing and Able to enrich the region’s workforce through inclusive recruitment practices.

Training and education

The Region places a strong focus on barrier-free information, including accessible reports, forms, templates and open captioning in video messages.

- Trained 864 staff on creating accessible documents.
- Developed new internal learning resources for accessible documents.
- Created a monthly internal Accessibility Champions recognition program.
- Offered 61 virtual corporate learning courses to 8,189 participants.
- Provided several education and training sessions on Indigenous cultural safety, mental health, and resilience to staff from community agencies across the region.



Court Services



In 2021, 38,466 virtual court appearances took place. Counter loop systems and tablets were implemented for court users with hearing disabilities.

Age-Friendly Durham

In 2021, Durham Region became a member of the World Health Organization's Global Network for Age-Friendly Cities and Communities, demonstrating the Region's commitment to making Durham an age-friendly community.

The Region's Age-Friendly Durham Strategy and Action Plan concluded at the end of 2021, completing 67 action items and supporting the creation of a strong and vibrant community where older adults can remain active, enjoy better health and are more engaged and informed. Building an age-friendly community is an ongoing process to which Durham Region remains committed. To learn more, visit [Age-Friendly Durham](#).



Inclusive Community Grant

The Inclusive Community Grant supported two projects to reduce social isolation and keep seniors connected throughout the pandemic, including:

1. Durham Region Transit: Supplied On-Demand self booking kiosks and monitors to select seniors' residences to increase promotion of On-Demand services. The monitor provides real-time display to reduce wait times and allow sufficient time to arrive at the bus stop.
2. Virtual North Durham Senior's Fair and Virtual Senior's Learning Series: In collaboration with the Township of Scugog, a virtual Senior's Fair and Learning Series was offered to north Durham senior residents. The project provided virtual education to older adults and caregivers through local partners on topics including fraud and scam awareness, bereavement education, falls prevention and financial planning.

Community Safety and Well-being Plan



Regional Council adopted the Community Safety and Well-being (CSWB) Plan in November, 2021. Community safety and well-being describes a place where everyone feels safe, has a sense of belonging, and where all residents can meet their needs for education, health care, food, housing and income, as well as social and cultural expression.

The Durham Region CSWB plan gathers leaders together to plan and strategize while sharing the responsibility of community safety and well-being.

The plan includes the involvement of persons with lived and living experiences; the not-for-profit community; and different sectors, institutions and service delivery agents, to share in the collective responsibility of creating the type of community we want to call home. The CSWB plan identifies the following priority risk factors:

- Mental health
- Substance use
- Homelessness and basic needs
- Criminal involvement
- Victimization
- Social isolation
- Experiences of racism

This Plan offers meaningful direction in getting the right services, to the right people, at the right time.

For more information, visit durham.ca/CSWBPlan.

Corporate Services

Human Resources

The Human Resources division implemented a virtual corporate employee orientation program. All recruitment and training transitioned to a virtual platform. Virtual orientation enabled new employees to access closed captioning options if they required them and provided the ability to complete the orientation at their own pace.

Service Durham Division

The Public Front Counter / Corporate Call Centre, now known as the Service Durham Division, implemented the use of Canadian Hearing Services and Video Remote Interpreting (VRI) at public front counters across the Region. This service enables people who are deaf to communicate with hearing people through an American Sign Language interpreter who is located off-site via video conferencing technology.



Corporate Services

Access and Privacy Office

Virtual service options were made available in 2021 to submit a request, pay fees and receive records electronically.

Council Services

Meetings were livestreamed on the Region's website to ensure all meetings were accessible to the public. Livestreams included closed captioning.

The nomination process for the election of the Regional Chair was updated to allow candidates to submit their nomination papers electronically, removing the requirement for candidates to travel to Regional Headquarters.

Council and Committee meetings continue to be offered in a hybrid format allowing the public to participate either virtually or in-person, reducing barriers to attendance.



myDurham 311



Durham Region launched the myDurham 311 Smart Home Device Voice Service project. The Region is the first regional municipality in Canada to bring Regional services to smart home devices. This innovative, new platform allows residents to access information about Regional services and frequently asked questions, via Google Home or Amazon Alexa, such as who your local councillor is, information on garbage pickup dates, and where the nearest bus stop is located.

Transit



Durham Region Transit (DRT) is committed to providing accessible transportation to the community. Faced with the challenges of COVID-19, DRT found new and innovative ways to keep the community moving.

Transit



- Increased access to public transit services throughout the urban areas with the implementation of 24/7 service.
- **Partnership with Ontario Power Generation for free travel to vaccine clinics:**
 - Provided 1,500 trips to and from vaccine clinics. This temporary program enabled seniors and residents to access Durham Region COVID-19 vaccination sites.
- **Paramedic Mobile Clinic**
 - In partnership with The Region of Durham Paramedic Services, mobile COVID-19 testing clinics were offered throughout the Region using DRT buses.
- **Travel Training Program for Customers:**
 - Travel training empowers people to use transit and become more independent, participate more fully in the community and improve their quality of life. This program supported customers of all ages and abilities with education on how to use DRT services.
 - Individualized training sessions provided community members with opportunities to learn how to use transit services (i.e., practice boarding and disembarking the bus with a mobility device).
 - Modernized Processes Specialized Services Eligibility Appeal Forms were made available online. Virtual eligibility appeal panel hearings were implemented.
 - An eForm was created enabling customers without access to a printer to request the Specialized Services application forms.
- **Durham-Scarborough Bus Rapid Transit (BRT) plans**
 - The Durham Region AAC reviewed and provided transit input on BRT plans including bus stop design, accessibility requirements and routing.

Health Department

As the Durham Region Health Department prioritized providing vaccinations across the Region, teams also worked around the clock and pivoted operations to provide services in accessible formats to meet the community's needs.

COVID-19 vaccines were offered through hospital, pop-up, mobile, drive-thru and homebound visits, provincial mobile clinics, as well as pharmacies and health-care providers. Resources were created to share, "How community clinics are accessible for seniors" and COVID-19 Guidance. Advice for businesses and organizations were also posted to durham.ca.

The Emergency Management team ensured all locations secured for pop-up and stationary vaccination clinics offered an accessible entrance/exit, washrooms, parking and ample space for people who use mobility devices, and that wheelchairs were available on site.

The Seniors program in the Oral Health Division was expanded, including extending hours of operation, and the construction of larger clinic space to address accessibility needs.



Social Services

The Social Services Department is committed to delivering professional and high-quality services. The following actions were taken to ensure services and supports continued throughout the COVID-19 pandemic.

Family Services

Durham Region Family Services adjusted their customer service model to better serve the community.

- Staff moved to hub locations throughout the region to improve access to services.
- A system was developed to support clients requiring assistance with technology set up, so that they could participate in virtual services, including interpreter services for virtual and in person service delivery.
- Electronic client satisfaction surveys were provided.
- The team facilitated the delivery of virtual medical services (such as vaccine administration and COVID-19 testing) through the Primary Care Outreach Program (PCOP) for people who are living without shelter in the region. The PCOP team completed 1,900 client encounters.



Social Services

Income and Employment Supports

Income and Employment Supports found new ways to deliver the Ontario Works Program.

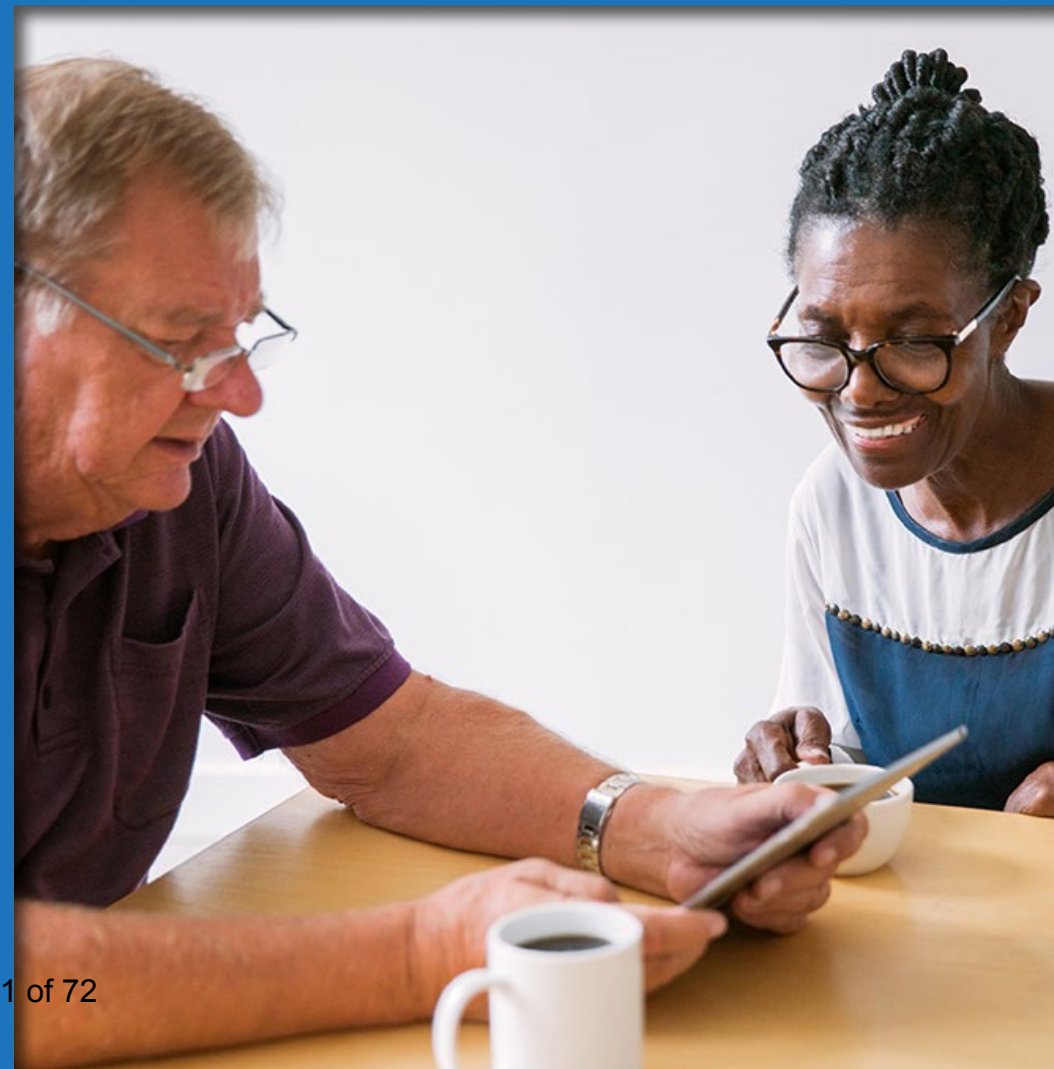
- Made 31 virtual workshops available to Ontario Works recipients each month to support Life Stabilization efforts.
- Began using text messaging as a communication channel to connect with clients regarding appointment times and dates.
- Purchased laptops and chrome books for several Ontario Works participants.
- Formalized outreach partnerships with local libraries to provide on-site support and services.

Business Affairs and Financial Management

- Throughout the COVID-19 pandemic the Business Affairs division adjusted processes to support clients. This included implementing an electronic document management system, where documents could be uploaded remotely and accessed by all staff regardless of location; and offering Electronic Funds Transfer as a form of payment to maintain payment schedules with clients.

Emergency Social Services

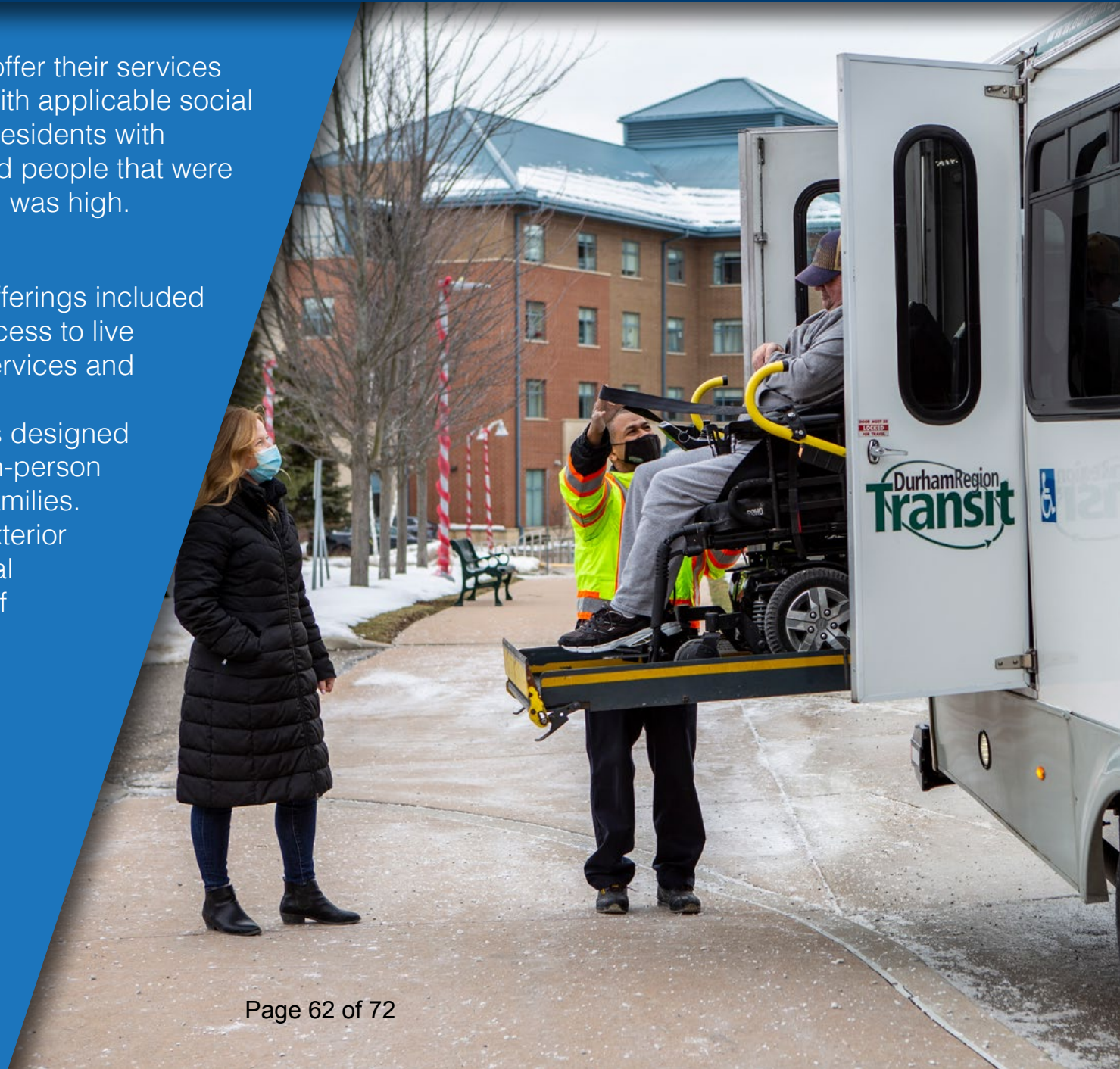
Emergency Social Services reviewed all 24 designated evacuation centre sites, including assessing sites for accessibility as a preparedness measure.



Long-Term Care

Adult Day Programs pivoted to offer their services virtually or in outdoor settings, with applicable social distance guidelines, to provide residents with connections to the programs and people that were important to them when isolation was high.

- Co-ordinated virtual service offerings included calls with family members, access to live entertainment, local church services and programs.
- Created outdoor visiting areas designed with COVID-19 protocols for in-person visitation with residents and families.
- Reorganized and furnished exterior visiting areas to facilitate social interaction during the height of lockdown.



Durham Housing Improvements



Durham Regional Local Housing Corporation installed accessibility enhancements to support aging in place for senior residents. Enhancements included installation of 34 automatic door openers, converting unit bathrooms, and kitchen modifications to support residents with visual and physical difficulties. Property Managers identified areas that could improve accessibility for individual tenants and for visitors to the Region's sites. Housing improvements included the conversion of nine ground floor bathrooms to include nine walk-in showers, eight bathtub cut outs and the installation of 75 touchless door openers and three modified kitchens.

Economic Development, Tourism and Planning

Economic Development and Tourism Division

- **Parasport Games Legacy Fund Grant:** In partnership with Their Opportunity, Durham Region provided qualified families with subsidies to help alleviate registration costs for children and youth to participate in Parasport programs in Durham Region.
- **Parasport School Grow it Program:** In collaboration with Abilities Centre and the Durham Adaptive Sport Collective, the Region began the first phase of the Parasport School Grow It program with a teacher training session for two parasports.
- **2023 Ontario Parasport Games:** Submitted a bid to host the 2023 Ontario Parasport Games to continue to build on the momentum of the 2019 Games and elevate the profile of adaptive sport in the region.
- **Invest Durham** utilized its online platform to share events including the annual farm tour to demonstrate the importance of the agricultural sector in Durham Region, an Environmental Achievement Awards ceremony, and a Spring and Fall virtual webinar series on a variety of environmental related topics. A Public Open House for a proposed Regional Official Plan Amendment related to Major Transit Station Areas was also held virtually.



Regional Cycling Plan



During the development of the 2021 Regional Cycling Plan, the Region ensured that materials and templates were shared early on, and that accessibility specialists and groups at the Region were engaged throughout the project to ensure consultation and engagement sessions and materials were accessible.

The Region updated its contracts and bid requirements process by requiring consultants to include accessible standards and formats that go beyond AODA standards, from the onset.

Strategic Partnerships and Initiatives

Staff worked to develop a pilot program to support self-filing for taxes – a safe and accessible way for residents to file taxes on their own, with the assistance of a trained volunteer.

Staff supported and advocated for increased use of 211 Durham, including adding the 211 widget to durham.ca web pages and providing opportunities for 211 Durham to connect with community organizations to increase awareness and provide training.



Police Services



The new Education and Training Centre was designed with accessible features and is now located on one level in the building, making it easier to navigate.

Works

The Works department enhanced accessibility across the region.

- 197 traffic control signal locations equipped with an accessible pedestrian signal (APS).
- Walk times to accommodate slower walking speeds and added more countdown pedestrian signals
- 15 traffic control signal locations were retrofitted to include APS with sidewalk improvements, better crosswalk alignment and the installation of tactile plates. Nine new traffic control signal locations were installed with APS and tactile plates.
- Launched more than 20 online forms allowing customers to apply for services online.
- Installed an accessible Electric Vehicle charging station and additional touchless door openers at Regional Headquarters, and created seven additional accessible parking spaces at the front west entrance of Regional headquarters.



Accessibility for Ontarians with Disabilities Act, 2005 Compliance Timeline for 2021

There is an ongoing commitment for all existing Durham Region websites and web content to meet the guidelines of WCAG 2.0 Level AA. WCAG is an international standard for making websites and web content accessible to a broader range of users with disabilities.

Staff continue to identify areas of concern and determine where more training is needed. The Region continues to work toward ensuring the accessibility of documents for both internal and external audiences. This consists of ongoing training for staff on how to create accessible documents and web content and providing resources and accessibility checklists that staff and vendors can reference to support the development of accessible documents across the organization.

Durham Region continues to work with the web service provider to correct barriers identified on the durham.ca website.



We welcome your feedback. Please let us know what you think about the Regional Municipality of Durham 2021 Accessibility Report.

By mail:
Diversity, Equity and Inclusion
Division
The Regional Municipality of Durham
605 Rossland Road East
Post Office Box 623
Whitby, Ontario L1N 6A3

By phone: 905-668-4113 extension
2009 or 1-800-372-1102

By email: accessibility@durham.ca

If you require this information in an accessible format, please contact the Accessibility Coordinator by emailing accessibility@durham.ca or calling 905-668-4113 extension 2009.



Sent by Email

March 30, 2023

Alexander Harras
Regional Clerk, Director of Legislative Services
The Regional Municipality of Durham
605 Rossland Road East
Whitby, Ontario L1N 6A3
clerks@durham.ca

Subject: Re: Motion to Support the Earthquake Victims of Turkey and Syria
File: A-1400

The Council of The Corporation of the City of Pickering considered the above matter at a Meeting held on March 27, 2023 and adopted the following resolution:

WHEREAS, on February 6, 2023, at 04:17 TRT, a M 7.8 earthquake struck southern and central Turkey and northern and western Syria, followed by a M 7.7 earthquake at 13:24 TRT the same day, with an epicenter 37 km (23 mi) west-northwest of Gaziantep, causing widespread damage in an area of about 140,000Sq Miles (approximately the size of Germany);

And Whereas, as of March 20, 2023, more than 57,300 deaths were confirmed, with more than 50,000 in Turkey and more than 7,200 in Syria, leaving more than 1.5 million people homeless;

And Whereas, the Red Cross/Red Crescent is working to deliver emergency relief and to get help to those impacted by the earthquakes as quickly as possible, and is delivering aid on an ongoing basis;

Now therefore be it resolved that:

1. The Council of The Corporation of the City of Pickering donate ten thousand dollars (\$10,000) to the Canadian Red Cross for their efforts to deliver ongoing recovery efforts, and resiliency and preparedness activities in areas impacted by the earthquake;
2. That the Mayor, Members of Council and the Economic Development staff reach out to local businesses in the City of Pickering and other partners to make them aware of

the great need for help in impacted areas, and to make them aware of the agencies in need of support to provide that help; and,

3. That a copy of this resolution be sent to the Councils of the Region of Durham, Ajax, Brock, Clarington, Oshawa, Scugog, Uxbridge and Whitby for their consideration of similar support.

Should you require further information, please do not hesitate to contact the undersigned at 905.420.4660, extension 2019.

Yours truly,



Susan Cassel
City Clerk

SC:am.

Copy: Nicole Cooper, Director of Legislative & Information Services, Town of Ajax
June Gallagher, Municipal Clerk, Municipality of Clarington
Chris Harris, Clerk, Town of Whitby
Fernando Lamanna, Clerk, Township of Brock
Debbie Leroux, Clerk, Township of Uxbridge
Mary Medeiros, City Clerk, City of Oshawa
Becky Jamieson, Director of Corporate Services/Clerk, Township of Scugog
Chief Administrative Officer