

# **IDEAS COMMITTEE MEETING**

**November 05, 2026**

**4:00 p.m.**

**Location: Virtual**

## **AGENDA**

1. Call to order
2. Opening Acknowledgement
3. Welcome New Members
4. Items Added
5. Approval of agenda
6. Review of Minutes:
  - a. July 02, 2026
7. Proclamation – International Day for Persons with Disabilities
8. Action Item Review
9. Community Acknowledgements
10. Items Added
11. Next Meeting
12. Adjournment

## **IDEA COMMITTEE MEETING**

**July 02, 2026**

Location: Virtual

Present: Deputy Warden Amanda Mombourquette, Commissioner Esther McDonnell, Donna Dittrick, Liz Campbell, Margaret Gracie, Tara Paon, Allison Martell, Meghan Hayter, Danielle Martell, Shannon Mury, Warden Lois Landry - Ex-Officio

Call to order

The Chair called the meeting to order at 4:16 p.m.

Opening Acknowledgement

The Chair made an opening acknowledgement.

Items Added

No items added

Approval of Agenda

Moved by Donna Dittrick, seconded by Tara Paon that the agenda be approved as presented. Motion carried.

Review of Minutes Re: May 07, 2026

Moved by Liz Campbell, seconded by Tara Paon that the minutes of May 07, 2026, be approved as presented. Motion carried.

### Access Awareness Week

A discussion ensued.

### Resource Sharing Discussion

A discussion ensued.

### Tara Paon re: Funding for Community Event

A discussion ensued.

### Community Acknowledgements

A discussion ensued.

### Membership Recruitment

A discussion ensued.

### Action Item Track Update

A discussion ensued.

### Items Added

No items added

### Next Meeting

October 01, 2026

## Adjournment

There being no further business, the chair adjourned the meeting at 5:20 p.m.

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CHAIRPERSON

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Community Development  
Coordinator



## PROCLAMATION

### ***International Day For Persons With Disabilities December 3, 2026***

**Whereas,** December 3 is recognized globally by the United Nations as International Day for Persons with Disabilities; and

**Whereas,** Canada is a signatory of the United Nations Convention on the Rights of People with Disability, and Nova Scotia was the third province to pass Accessibility Legislation to prevent and remove barriers for people with disabilities; and

**Whereas,** International Day for Persons with Disabilities promotes an understanding of disability issues and the importance of equal access for Nova Scotians with disabilities in all aspects of society; and

**Whereas,** through public awareness, community partnerships, and municipal accessibility initiatives this day aims to foster an environment of equal participation of individuals with disabilities within the Municipality of the County of Richmond.

**Therefore,** be it resolved that I, Lois Landry on behalf of Richmond County Municipal Council do hereby proclaim December 3, 2026, as “International Day for Persons with Disabilities” in the Municipality of the County of Richmond.

*Dated at Arichat, Nova Scotia, this \_\_\_\_ day of \_\_\_\_\_ 2026.*

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Warden Lois Landry

**The Municipality of the County of Richmond**

**2357 Hwy 206, P.O. Box 120**

**Arichat, NS BOE 1A0**

| <i>Current Plan Outcomes:</i>                                                                                                                                                                                                 | <i>Responsibility:</i> | <i>Category:</i>          | <i>Time Frame:</i>     | <i>Status :</i> | <i>Additional Notes :</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| In partnership with the Village of St. Peter's, The Municipality of the County of Richmond will provide information to and support participation in training opportunities for staff, community, and Council reflecting IDEA. | IDEA Committee         | people in the know        | Short-term ( 1-3 year) | In progress     | December 2025 – Three IDEA-focused learning sessions were facilitated by Bradley Sheppard, providing opportunities for staff and community members to explore principles of Inclusion, Diversity, Equity, and Accessibility (IDEA).<br><br>February 20-21, 2026 – In collaboration with the Richmond Rainbow Alliance, one Queer 101 training session was delivered for municipal staff and committee members. A second session was offered to the broader community, helping to increase awareness, understanding, and inclusion of 2SLGBTQIA+ individuals.                                                                                                                                                                                                                                                                                                                                                                                                              |
| In partnership, identify and celebrate the cultures and communities that reside within Richmond County, especially underserved and underrepresented communities.                                                              | IDEA Committee         | people are involved       | Short-term ( 1-3 year) | In progress     | Ongoing – Resources, training opportunities, and educational materials continue to be shared with staff, elected officials, and the broader community. Municipal staff and elected representatives actively participate in a variety of cultural, educational, and celebratory community events, including community meals, information sessions, awareness initiatives, and cultural celebrations, to foster inclusion, understanding, and community engagement. Examples include attending the Adult Drop-In program, participating in Seniors Take Action Coalition events, and attending research presentations focused on food security and community well-being.                                                                                                                                                                                                                                                                                                    |
| In partnership with community, facilitate awareness campaigns.                                                                                                                                                                | IDEA Committee         | people are involved       | Short-term ( 1-3 year) | In progress     | Ongoing – Accessibility Awareness Week is supported through a variety of community partnerships, including NS LEO, YREACH, the YMCA, École Beau-Port, and the Dr. Kingston Memorial Community Health Centre. Through these collaborative efforts, awareness-building activities, educational opportunities, and community engagement initiatives are delivered to promote accessibility, inclusion, and understanding throughout Richmond County.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Celebrate the identity and the diverse stories of our County in collaboration with the community.                                                                                                                             | IDEA Committee         | people are involved       | Short-term ( 1-3 year) | In progress     | Ongoing – In collaboration with community partners, local organizations, and residents, the Municipality and Village continue to celebrate the identity, culture, and diverse stories of Richmond County. Through proclamations, flag-raising ceremonies, community events, and social media outreach, efforts are made to recognize and honour the many cultures, histories, and experiences that shape our communities. Initiatives have included proclamations for the International Day for the Elimination of Racial Discrimination, flag-raising ceremonies for Access Awareness Week, Pride Month, Gaelic Awareness Month, and the National Day for Truth and Reconciliation. Community celebrations and events, such as Celebration Isle Madame, Rocky Bay's St. Patrick's Day festivities, and other local initiatives, are regularly promoted and supported, helping to showcase the rich heritage, traditions, and diversity that make Richmond County unique. |
| Advocate for non-municipal organizations and businesses to apply an equity lens to hiring, and other policies and procedures to prioritize persons with disabilities, both upon hiring, through onboarding, and beyond.       | IDEA Committee         | Plan - people are safe    | Short-term ( 1-3 year) | Not started     | Paused: Awaiting the release of a business toolkit to support employer engagement and inclusive hiring initiatives. In the interim, information on Autism Nova Scotia's Ready, Willing and Able Program was shared, and the Opportunity Fund was promoted in partnership with the YMCA during Access Awareness Week. In collaboration with YREACH, an intercultural training session was also hosted for employers, community and organizations during Access Awareness Week, helping to build awareness, strengthen inclusive workplace practices, and support greater accessibility and diversity within the workforce.                                                                                                                                                                                                                                                                                                                                                 |
| Advocate for Strait Area Transit service improvements and the exploration of additional transit solutions.                                                                                                                    | IDEA Committee         | Plan - People on the move | Short-term ( 1-3 year) | In progress     | SAT is exploring IDEA supports and resources from Richmond Rainbow Alliance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Advocate for organizations and businesses within Richmond County to attend additional training relating to IDEA.                                                                                                              | IDEA Committee         | Plan - People on the move | Short-term ( 1-3 year) | Ongoing         | Ongoing – Municipal staff, local businesses, and community organizations have actively participated in capacity-building and inclusion training opportunities. This included sessions facilitated by Bradley Sheppard, as well as Queer 101 training, which brought together participants from across sectors to strengthen understanding of diversity, equity, inclusion, accessibility, and belonging. These collaborative learning opportunities have helped foster greater awareness.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Continue efforts to attract individuals with lived experiences to the IDEA Committee                                                                                                                                          | IDEA Committee         | People are involved       | Short-term ( 1-3 year) | In progress     | As of October 2026 the committee has a full slate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Continue to foster critical community partnerships, through authentic conversation & engagement                                                                                                                               | IDEA Committee         | People are involved       | Short-term ( 1-3 year) | In progress     | Ongoing - The Village and The Municipality maintains ongoing connections and collaboration with a wide range of community groups, organizations, service providers, and residents throughout Richmond County. These relationships support the sharing of information, identification of community needs, and development of partnerships that advance inclusion, accessibility, belonging, and community well-being. Regular engagement with local groups helps ensure diverse voices and perspectives are reflected in municipal initiatives and decision-making processes.                                                                                                                                                                                                                                                                                                                                                                                              |

**Status legend:**

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| Not started   |
| Complete      |
| In progress   |
| Ongoing       |
| Not completed |

## IDEA Committee Action Items for 2025 - 2028

| Current Plan Outcomes:                                                                                                                                                                                                              | Responsibility: | Category:                  | Time Frame:             | Status :                           | Additional Notes :                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| Review of the Municipality of the County of Richmond's website to ensure it aligns with the accessibility standards when enacted.                                                                                                   | MORC            | Plan - People in the know  | Long-term (3+ Years)    | Ongoing                            | Ongoing – Accessibility tools and features have been integrated into the municipal website to improve usability and access to information for all users. Municipal staff continue to monitor website content and communications to ensure plain language is used whenever possible, helping to make information clear, accessible, and easy to understand.                                                                                                                                                                                                                    |
| The Municipality of the County of Richmond will continue to welcome and celebrate proclamations of council from the public.                                                                                                         | MORC            | Plan - People in the know  | Short term ( 1-3 years) | Ongoing                            | Ongoing - Throughout the year, Council has supported a range of proclamations and flag-raising initiatives that celebrate diversity, foster inclusion, and raise awareness of important social issues. These efforts have included proclamations recognizing the International Day for the Elimination of Racial Discrimination and Access Awareness Week, as well as flag raisings marking Access Awareness Week, Pride Month, Gaelic Awareness Month, and the National Day for Truth and Reconciliation.                                                                    |
| Update Committee and Council communications policies and procedures to provide accessible resources for meetings and engagements, removing accessibility and technology barriers.                                                   | MORC            | Plan - People are involved | Long-term (3+ Years)    | Complete ( but ongoing monitoring) | Council and Committee meetings are now offered through a hybrid format, allowing both virtual and in-person participation. Members of the IDEA Committee receive a nominal honorarium in recognition of their time and contributions. The Municipality of the County of Richmond strives to use plain language in its communications whenever possible to ensure information is accessible and easy to understand. Additionally, a new Strategic Communications Guide has been developed to outline best practices and approaches for accessible and inclusive communication. |
| The Municipality of the County of Richmond will continue efforts to attract individuals with lived experiences to the IDEA Committee.                                                                                               | MORC            | Plan - People are involved | Short term ( 1-3 years) | Ongoing                            | As of October 2026 the IDEA committee has a full slate of members, with 50% persons of first voice.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| IDEA Chair to send thank you card to community champions on behalf of the comitee                                                                                                                                                   | MORC            | Plan - People are involved | Short term ( 1-3 years) | Ongoing                            | Thank you cards sent to various organizations and community members to show appreciation for their work in fostering IDEA in Richmond County Eg. Sonia Morris and Arichat Community Development Assoc for the Playground.                                                                                                                                                                                                                                                                                                                                                     |
| Continue to foster critical community partnerships through authentic conversation and engagement.                                                                                                                                   | MORC            | Plan - People are involved | Short term ( 1-3 years) | Ongoing                            | Ongoing growth in community partnership with staff and various community groups, as well as linking community organization to support collaboration amongst organization to foster joint initiatives.                                                                                                                                                                                                                                                                                                                                                                         |
| Modify and apply an equity lens to hiring, funding evaluations, and procurement policies and procedures to prioritize persons with disabilities, both upon hiring, through onboarding, and beyond.                                  | MORC            | Plan- people are safe      | Short term ( 1-3 years) | Complete                           | Policy has been updated.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Review and revise emergency management planning to include the launch of our Voluntary Vulnerable Persons Registry.                                                                                                                 | MORC            | Plan - people are safe     | Short term ( 1-3 years) | Complete                           | Program has launched and compliments the Voyent Alert system that was also launched in 2025.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| The Municipality of the County of Richmond will review current accessibility standards at key facilities and conduct Rick Hansen Certifications (or alternative certification) for Municipal Buildings, particularly for entrances. | MORC            | Plan - people are safe     | Short term ( 1-3 years) | Complete                           | Completion of the Rick Hansen Foundation Accessibility Certification (RHFAC) assessments for all three municipal buildings was achieved, with each building successfully meeting the certification requirements. The accessibility results have been added to the public registry and can be viewed through the Rick Hansen Foundation Accessibility Registry: <a href="https://registry.rickhansen.com/registry/">https://registry.rickhansen.com/registry/</a>                                                                                                              |
| The Municipality of the County of Richmond will continue to review recreational programs to ensure they are equitable and support an age-friendly community.                                                                        | MORC            | Plan - people are safe     | Short term ( 1-3 years) | Ongoing                            | Positive Recreation for All (PRO-Recreation) Program launched. This program is for eligible residents and families who meet the program criteria and are seeking support to participate in recreation, physical activity, and wellness programs. Approved funding is applied directly to the registration fee and/or equipment costs.                                                                                                                                                                                                                                         |
| The Municipality of the County of Richmond is committed to creating safe spaces for all by exploring a Code of Conduct that would govern all buildings owned by MOCR.                                                               | MORC            | Plan - people are safe     | Short term ( 1-3 years) | In Progress                        | The Municipal Government Act (MGA) establishes the code of conduct for elected officials. Staff members are guided by an employee handbook, as well as the newly adopted provincial policy requirements in Nova Scotia for preventing and responding to physical and psychological harassment in the workplace.                                                                                                                                                                                                                                                               |
| The Municipality of the County of Richmond will explore opportunities to update and standardize all interior signage with Braille, tactile, and other design elements in all Municipal buildings.                                   | MORC            | Plan - People on the move  | Long Term (3+years)     | Ongoing                            | Ongoing – Efforts have been undertaken to support the completion of the Rick Hansen Foundation Accessibility Certification (RHFAC) process. The Municipality also continues to explore and assess technologies, communication tools, and devices to ensure they meet the diverse accessibility needs of residents and support inclusive access to municipal services and information.                                                                                                                                                                                         |
| Support accessible trail development to ensure the network is safe and accessible for all users.                                                                                                                                    | MORC            | Plan - People on the move  | Long Term (3+years)     | In Progress                        | Many trails initiatives have developed in Richmond County this year, many of which include multi-use trails designed to accommodate a variety of users and activities. Municipal staff have supported these projects by assisting community groups in exploring funding opportunities and advancing project development. However, as a result of the September 2026 storm, all trails in Richmond County are currently closed pending assessment, cleanup, and any necessary repairs.                                                                                         |
| Review the pedestrian road crossing locations. Advocate to the Province for well painted locations with visual and audible cues.                                                                                                    | MORC            | Plan - People on the move  | Long Term (3+years)     | Not Started                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

### Status legend:

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| Complete      |
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| Ongoing       |
| Not completed |



THE MUNICIPALITY  
OF THE COUNTY OF  
**RICHMOND**  
LA MUNICIPALITÉ  
DU COMITÉ DE

## IDEA Committee Action Items for 2025 - 2028

| <b>Current Plan Outcomes:</b>                                                                                                                                                                                       | <b>Responsibility:</b> | <b>Category:</b>   | <b>Time Frame:</b>   | <b>Status :</b> | <b>Additional Notes :</b>                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| Ongoing review of the Village of St. Peter's website to ensure it is supporting accessibility standards                                                                                                             | Village                | People in the know | Long term 3+ years   | Ongoing         | Ongoing - staff review website content to ensure information is accessible, up to date, and communicated in plain language whenever possible, helping to improve understanding and access to municipal information for all residents.                                                                                                                                                                                                     |
| The Village of St Peter's will continue to foster proclamations of council.                                                                                                                                         | Village                | People in the know | Short term 1-3 years | Ongoing         | Ongoing – Flags are displayed and proclamations issued throughout the year to recognize initiatives such as Access Awareness Week, Pride Month, the National Day for Truth and Reconciliation, and the International Day for the Elimination of Racial Discrimination. These efforts celebrate diversity, promote inclusion, and raise awareness of important social issues while fostering a welcoming and respectful community for all. |
| The Village of St. Peter's will review current accessibility standards at key facilities and conduct Rick Hansen Certifications (or alternative certification) for Municipal Buildings, particularly for entrances. | Village                | People are safe    | Short term 1-3 years | In progress     |                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| The Village is committed to creating safe spaces for everyone by exploring a Code of Conduct that would govern all buildings and spaces that Village is responsible for.                                            | Village                | People are safe    | Short term 1-3 years | Ongoing         | Ongoing – The Village maintains an Internal Code of Conduct for Staff, while elected officials are guided by the Code of Conduct requirements established under the Municipal Government Act (MGA). Together, these frameworks promote professionalism, and respectful workplace practices                                                                                                                                                |

### Status legend:

Not started

Complete

In progress

Ongoing

Not completed

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| Continue efforts to attract individuals with lived experiences to the IDEA Committee                                                                                                                                          | IDEA Committee         | People are involved       | Short-term ( 1-3 year) | In progress     | As of October 2026 the committee has a full slate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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## IDEA Committee Action Items for 2025 - 2028

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| The Municipality of the County of Richmond will continue to welcome and celebrate proclamations of council from the public.                                                                                                         | MORC            | Plan - People in the know  | Short term ( 1-3 years) | Ongoing                            | Ongoing - Throughout the year, Council has supported a range of proclamations and flag-raising initiatives that celebrate diversity, foster inclusion, and raise awareness of important social issues. These efforts have included proclamations recognizing the International Day for the Elimination of Racial Discrimination and Access Awareness Week, as well as flag raisings marking Access Awareness Week, Pride Month, Gaelic Awareness Month, and the National Day for Truth and Reconciliation.                                                                    |
| Update Committee and Council communications policies and procedures to provide accessible resources for meetings and engagements, removing accessibility and technology barriers.                                                   | MORC            | Plan - People are involved | Long-term (3+ Years)    | Complete ( but ongoing monitoring) | Council and Committee meetings are now offered through a hybrid format, allowing both virtual and in-person participation. Members of the IDEA Committee receive a nominal honorarium in recognition of their time and contributions. The Municipality of the County of Richmond strives to use plain language in its communications whenever possible to ensure information is accessible and easy to understand. Additionally, a new Strategic Communications Guide has been developed to outline best practices and approaches for accessible and inclusive communication. |
| The Municipality of the County of Richmond will continue efforts to attract individuals with lived experiences to the IDEA Committee.                                                                                               | MORC            | Plan - People are involved | Short term ( 1-3 years) | Ongoing                            | As of October 2026 the IDEA committee has a full slate of members, with 50% persons of first voice.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| IDEA Chair to send thank you card to community champions on behalf of the comitee                                                                                                                                                   | MORC            | Plan - People are involved | Short term ( 1-3 years) | Ongoing                            | Thank you cards sent to various organizations and community members to show appreciation for their work in fostering IDEA in Richmond County Eg. Sonia Morris and Arichat Community Development Assoc for the Playground.                                                                                                                                                                                                                                                                                                                                                     |
| Continue to foster critical community partnerships through authentic conversation and engagement.                                                                                                                                   | MORC            | Plan - People are involved | Short term ( 1-3 years) | Ongoing                            | Ongoing growth in community partnership with staff and various community groups, as well as linking community organization to support collaboration amongst organization to foster joint initiatives.                                                                                                                                                                                                                                                                                                                                                                         |
| Modify and apply an equity lens to hiring, funding evaluations, and procurement policies and procedures to prioritize persons with disabilities, both upon hiring, through onboarding, and beyond.                                  | MORC            | Plan- people are safe      | Short term ( 1-3 years) | Complete                           | Policy has been updated.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Review and revise emergency management planning to include the launch of our Voluntary Vulnerable Persons Registry.                                                                                                                 | MORC            | Plan - people are safe     | Short term ( 1-3 years) | Complete                           | Program has launched and compliments the Voyent Alert system that was also launched in 2025.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| The Municipality of the County of Richmond will continue to review recreational programs to ensure they are equitable and support an age-friendly community.                                                                        | MORC            | Plan - people are safe     | Short term ( 1-3 years) | Ongoing                            | Positive Recreation for All (PRO-Recreation) Program launched. This program is for eligible residents and families who meet the program criteria and are seeking support to participate in recreation, physical activity, and wellness programs. Approved funding is applied directly to the registration fee and/or equipment costs.                                                                                                                                                                                                                                         |
| The Municipality of the County of Richmond is committed to creating safe spaces for all by exploring a Code of Conduct that would govern all buildings owned by MOCR.                                                               | MORC            | Plan - people are safe     | Short term ( 1-3 years) | In Progress                        | The Municipal Government Act (MGA) establishes the code of conduct for elected officials. Staff members are guided by an employee handbook, as well as the newly adopted provincial policy requirements in Nova Scotia for preventing and responding to physical and psychological harassment in the workplace.                                                                                                                                                                                                                                                               |
| The Municipality of the County of Richmond will explore opportunities to update and standardize all interior signage with Braille, tactile, and other design elements in all Municipal buildings.                                   | MORC            | Plan - People on the move  | Long Term (3+years)     | Ongoing                            | Ongoing – Efforts have been undertaken to support the completion of the Rick Hansen Foundation Accessibility Certification (RHFAC) process. The Municipality also continues to explore and assess technologies, communication tools, and devices to ensure they meet the diverse accessibility needs of residents and support inclusive access to municipal services and information.                                                                                                                                                                                         |
| Support accessible trail development to ensure the network is safe and accessible for all users.                                                                                                                                    | MORC            | Plan - People on the move  | Long Term (3+years)     | In Progress                        | Many trails initiatives have developed in Richmond County this year, many of which include multi-use trails designed to accommodate a variety of users and activities. Municipal staff have supported these projects by assisting community groups in exploring funding opportunities and advancing project development. However, as a result of the September 2026 storm, all trails in Richmond County are currently closed pending assessment, cleanup, and any necessary repairs.                                                                                         |
| Review the pedestrian road crossing locations. Advocate to the Province for well painted locations with visual and audible cues.                                                                                                    | MORC            | Plan - People on the move  | Long Term (3+years)     | Not Started                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

### Status legend:

|               |
|---------------|
| Not started   |
| Complete      |
| In progress   |
| Ongoing       |
| Not completed |



THE MUNICIPALITY  
OF THE COUNTY OF  
**RICHMOND**  
LA MUNICIPALITÉ  
DU COMITÉ DE

## IDEA Committee Action Items for 2025 - 2028

| <b>Current Plan Outcomes:</b>                                                                                                                                                                                       | <b>Responsibility:</b> | <b>Category:</b>   | <b>Time Frame:</b>   | <b>Status :</b> | <b>Additional Notes :</b>                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|--------------------|----------------------|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ongoing review of the Village of St. Peter's website to ensure it is supporting accessibility standards                                                                                                             | Village                | People in the know | Long term 3+ years   | Ongoing         | Ongoing - staff review website content to ensure information is accessible, up to date, and communicated in plain language whenever possible, helping to improve understanding and access to municipal information for all residents.                                                                                                                                                                                                     |
| The Village of St Peter's will continue to foster proclamations of council.                                                                                                                                         | Village                | People in the know | Short term 1-3 years | Ongoing         | Ongoing – Flags are displayed and proclamations issued throughout the year to recognize initiatives such as Access Awareness Week, Pride Month, the National Day for Truth and Reconciliation, and the International Day for the Elimination of Racial Discrimination. These efforts celebrate diversity, promote inclusion, and raise awareness of important social issues while fostering a welcoming and respectful community for all. |
| The Village of St. Peter's will review current accessibility standards at key facilities and conduct Rick Hansen Certifications (or alternative certification) for Municipal Buildings, particularly for entrances. | Village                | People are safe    | Short term 1-3 years | In progress     |                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| The Village is committed to creating safe spaces for everyone by exploring a Code of Conduct that would govern all buildings and spaces that Village is responsible for.                                            | Village                | People are safe    | Short term 1-3 years | Ongoing         | Ongoing – The Village maintains an Internal Code of Conduct for Staff, while elected officials are guided by the Code of Conduct requirements established under the Municipal Government Act (MGA). Together, these frameworks promote professionalism, and respectful workplace practices                                                                                                                                                |

### Status legend:

Not started

Complete

In progress

Ongoing

Not completed