
Title:	Accessibility Plan
Adopted on:	September 3, 2025
Adopted by:	City Manager
Jurisdiction:	Safety Coordinator
Revision Date:	October 7, 2025

1. Introduction

The Accessible Saskatchewan Act was introduced to improve accessibility so that all individuals can participate fully in their communities through work, play, and daily activities. The Act mandates the creation of accessibility plans by the Government of Saskatchewan and designated public sector bodies. This policy outlines the framework for developing and maintaining an Accessibility Plan for the City of Weyburn in compliance with the Act.

2. Statement of Commitment

The City is committed to fostering an inclusive environment where all individuals, regardless of their abilities, have equal access to our services and activities. We will strive to continuously improve accessibility and remove barriers through proactive planning and engagement with the community.

3. Accessibility Committee

- Abby Kradvill – Safety Coordinator
- Tina Clay – City Clerk
- Jeff Richards – Mayor
- Renee Cugnet – Director of Engineering
- Brittni Skjerdal – Director of Human Resources and Corporate Services
- Paige Tenbult – Communication Coordinator

4. Consultation Process

The development of the City of Weyburn's Accessibility Plan was guided by meaningful engagement with individuals with disabilities, caregivers, service providers, and community stakeholders. The consultation process included:

- **Focus Groups:** Sessions were held with residents, including persons with disabilities, key informants such as accessibility advocates, health professionals, to gather input on barriers related to physical infrastructure, technology, communication, and attitudes to understand systemic challenges and opportunities.
- **Public Survey:** An online and paper-based survey was distributed to collect feedback from the broader community on accessibility priorities and experiences.
- **Staff Engagement:** City staff participated in workshops and surveys to identify internal barriers and propose solutions.
- **Accessibility Committee Review:** A dedicated committee, including individuals with lived experience, reviewed draft materials and provided recommendations to ensure the plan reflects community needs.

This inclusive approach ensured that the voices of those most affected by accessibility barriers were central to the planning process.

5. Accessibility Achievements to Date

The City of Weyburn has made meaningful strides toward improving accessibility across programs, infrastructure, and communications. Key initiatives include:

- **Inclusive Recreation Programming:** City camps and programs have been designed to be inclusive of children and youth with disabilities, ensuring equitable participation.
- **Caregiver Access Policy:** A policy was introduced allowing caregivers of persons with disabilities to attend City programming free of charge, removing financial barriers to support.
- **Accessible Website Enhancements:** The City's website has been updated to meet accessibility standards where possible, including improved navigation, contrast, and compatibility with screen readers.
- **Sidewalk Prioritization:** A system was implemented to identify and rank sidewalk segments based on pedestrian traffic volume and hazard severity, ensuring that the most critical areas are addressed first and included in the annual budget planning.
- **Infrastructure Planning Considerations:** As part of ongoing infrastructure asset management efforts, sidewalk segments are informally prioritized based on pedestrian traffic volume and observed hazard severity. While a formal system is not yet in place, this prioritization approach helps guide budget planning and is a strategic objective for future development.

These efforts reflect the City's commitment to fostering an inclusive and accessible community, and they serve as a foundation for future improvements outlined in this plan.

6. Identified Barriers and Action Plans

6.1 Physical Barriers

- **Barrier:** Inconsistent accessibility across City facilities (e.g., washrooms, sidewalks, playgrounds).
- **Action:** Conduct a facility audit; integrate accessibility into all new capital project designs.
- **Timeline:** Audit completed by Q2 2026; checklist implemented by Q4 2026; ongoing for new projects.
- **Responsible Party:** Facilities & Infrastructure Department; Accessibility Committee.
- **Success Indicators:** Baseline audit published; 100% of new projects include accessibility; annual increase in completed upgrades.

6.2 Technological Barriers

- **Barrier:** Limited accessibility in digital communications.
- **Action:** Develop digital communications accessibility policy; update website to meet WCAG 2.1 AA standards.
- **Timeline:** Social media compliance by Q2 2026; web updates ongoing.
- **Responsible Party:** Communications Coordinator.
- **Success Indicators:** Policy completion and implementation; WCAG compliance audit results.

6.3 Systemic Barriers

- **Barrier:** Strategic Plan, Official Community Plan, Policies and Procedures not consistently reviewed through an accessibility lens.
- **Action:** Establish policy review cycle; track accessibility in capital projects.
- **Timeline:** Review cycle launched by Q2 2026.
- **Responsible Party:** City of Weyburn Senior Leadership Team; Planning & Development.
- **Success Indicators:** Number of policies reviewed; capital project accessibility inclusion rate.

6.4 Attitudinal Barriers

- **Barrier:** Gaps in staff awareness and inclusive culture.
- **Action:** Deliver baseline accessibility/EDI training to all staff; identify accessibility leads in departments.
- **Timeline:** Training completed by Q4 2026; leads identified by Q3 2026.
- **Responsible Party:** Human Resources; Accessibility Committee.
- **Success Indicators:** Training completion rate; staff survey results; number of identified accessibility leads.

6.5 Information and Communication Barriers

- **Barrier:** Inconsistent accessible communication.
- **Action:** Adopt plain language policy and guidelines.
- **Timeline:** Policy adopted by Q4 2026; update published annually.
- **Responsible Party:** Communications Coordinator.
- **Success Indicators:** Plain language compliance rate.

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- **Barrier:** Low public awareness of accessibility standards and legislation.
 - **Action:** Launch a public education campaign focused on accessibility rights and standards.
 - **Timeline:** Campaign launched by Q2 2026.
 - **Responsible Party:** Communications Coordinator; Accessibility Committee.
 - **Success Indicators:**
 - Number of education/engagement initiatives delivered annually.
 - % of residents reporting increased awareness of accessibility (via survey).
 - Volume and quality of accessibility-related feedback received through public channels.

7. Public Review and Feedback

To ensure transparency and community involvement, the City of Weyburn will implement a public engagement strategy to review the Accessibility Plan and gather feedback from residents, staff, and stakeholders.

7.1 Accessibility Open House

An open house event was hosted on Oct. 2, 2025 to:

- Present the City of Weyburn Accessibility Plan and its key components.
- Share progress on past and current initiatives.

- Invite feedback from persons with disabilities, caregivers, service providers, and the general public.

7.2 Engagement Strategy

The City will develop a multi-channel engagement strategy that includes:

- **Online Access:** A dedicated webpage with the plan.
- **Accessible Feedback Channels:** Residents can provide input through a dedicated email address, feedback forms on the City of Weyburn website and available at City facilities, or by phone.
- **Printed Materials:** Accessible versions of the plan available at City Hall, the library, and other City facilities.
- **Staff Workshops:** Internal sessions to gather feedback from City employees on implementation feasibility and opportunities.
- **Community Surveys:** Distributed online and in print to assess public awareness and gather suggestions for improvement.

7.3 Feedback Integration

All feedback will be:

- Reviewed by the Accessibility Committee.
- Categorized by theme (e.g., infrastructure, communication, programming).
- Used to inform revisions to the plan and future accessibility initiatives.
- Summarized in an annual public update.

8. Monitoring and Review

The plan will be monitored to ensure actions outlined are progressing. The plan will be reviewed and updated every three years by the Accessibility Committee. The Committee will continue consultations with persons with disabilities and relevant stakeholders to ensure ongoing relevance and effectiveness.

9. Conclusion

The City of Weyburn is committed to improving accessibility. The actions outlined in this plan are intended to improve the accessibility of City of Weyburn services and remove barriers that persons with disabilities experience. As we move forward in our City's accessibility journey, we want to continue to hear from members of our community about accessibility barriers that impact the lives of persons with disabilities.

10. Contact:

Please contact the City of Weyburn to share any feedback, questions or comments you have on our accessibility plan, or to request an alternate format of this document.

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