



Accessibility and H&S Sub-Committee Meeting
Wednesday, March 13th, 2024
11am
Via Teams Meeting

RECORD OF DECISIONS

Via Teams: A. Yeo (Vice-President EC/LoP/OPBO), C. Goldberg (Chair), L. Spek

Regrets: N. Prier (President), M. Wylie

Staff via Teams: J. Hutt (Senior Advisor to the President), S. Cousineau (Administrative Assistant)

1. Opening of the meeting

Meeting was officially called to order at 11:05am.

2. Approval of Agenda

L. Spek would like to add Distribution of Documents to the Agenda. Be it resolved that the amended March 13th, 2024, Agenda be approved unanimously.

3. Approval of Minutes from February 14th, 2024

Small details were amended on the minutes. Be it resolved that the amended February 14th, 2024, Minutes be approved unanimously.

4. Distribution of Documents

L. Spek suggests this committee move to a single set of document distribution.

5. Approval of amended Terms of Reference

- A. Yeo brings up having a cap on committee members.
- C. Goldberg shares her screen and presents her edits.
- C. Goldberg included: Accessibility passport and National Accessibility and Inclusiveness Action Plan for the Built Environment.

The meeting is now being recorded.

- The AH&S Sub-Committee purpose is to create an accessible, healthy and safe Associations for the Association's members and staff, developing best practices,



advocating for members with diverse and inclusive perspectives and organizing members to improve the conditions of their workplace.

A. Yeo and J. Hutt leave the meeting.

- The meetings will be transcribed and recorded for accessibility reasons and for duty to accommodate.
- The sub-committee members will be doing their ToR edits synchronously.

6. Planning the call for volunteers: AH&S Sub-Committee members, Health and Safety Working Group/Caucus, PwD Equity Caucus

a) Proposal for expert advisory group for Equity Caucuses- framework to ensure appropriate ground rules across Equity Caucuses and a CAPE anti-racism and discrimination framework.

- C. Goldberg states that CAPE will be sending out the call for every committee all at once.
- C. Goldberg emphasizes the need for the Persons with Disability Equity Caucus.
- L. Spek asks if the committee can reach out to existing networks of people with disabilities to join the committee as volunteers.
- L. Spek and C. Goldberg agree that volunteers should have a minimum of 1 year participation in the sub-committee.

7. Brainstorm AH&S Sub-Committee priorities for NEC strategy Sessions

a) Discussion regarding National Real Property Accessibility Action Plan for the Built Environment

- C. Goldberg shared topics for the strategy sessions that is of an accessibility and health and safety focus and included:
 - o Accessibility Passports and challenges associated with it's roll-out.
 - o National Accessibility and Inclusiveness Action Plan for the Built Environment.
 - o Canadian Covid Society (For information and support regarding Health & Safety)
 - o Solidarity with other unions



8. Closing of meeting

The meeting was adjourned at 11:50am.

The above minutes are accepted as a true representation of the Accessibility and H&S Sub-Committee meeting held on March 13th, 2024.