

# Measuring Up Fund FINAL REPORT

RECEIVED  
JUN 09 2008

## Section One - General

- Community Name: Nelson
- Primary contact information:

Name:	Deb Kozak	Organization:	Nelson CARES Society
Title:	Coordinator Supported Employment Services	Email:	cds@nelsonscares.ca
Phone:	250-352-6011 x 15	Fax:	250-352-9855
Address:	201-182 Baker Street Nelson, BC	Postal Code:	V1L 4H2

- Attach a final summary of your initiative. Please include specific details about activities undertaken as a result of receiving a Measuring Up grant. (3-pages maximum)
- Attach a list of the members of your Measuring Up Committee.
- Did you hire people to help complete this initiative?  
 Yes (please complete this section)       No (please skip to Question 6)  
 How many people were hired? 2  
 Did any of the people hired have a disability?  
 Yes       No  
 Was money from the Measuring Up grant used to pay the people you hired?  
 Yes       No
- Attach copies of any media coverage related to your initiative.



## Section Two - Financial Information

Please provide final budget information for your initiative in the format below:

Expenditures	AMOUNT	IN-KIND RESOURCES		MEASURING UP FUND
		Amount	Source	Amount
Total Staff Time	5457.00			5500.00
Admin Recovery	1500.00			1500.00
Print Materials, meeting space, refreshments	1000.00			1000.00
Project Funding	7000.00			7000.00
Volunteer time 21 people @ 15 hours x \$20/hr	6300.00	6300.00	Measuring Up Committee	
Selection Jury 4 people @ 4 hours x \$20/hr	320.00	320.00	Measuring Up Committee	
<b>Totals:</b>	<b>21,620.00</b>	<b>6620.00</b>		<b>15,000.00</b>

## Section Three - Measuring Up Guide

- 1) Attach a summary of any comments, thoughts, or suggestions you have for changes to the Measuring Up Guide. Please be specific. (1-page maximum)
- 2) Did you develop additional tools to supplement your use of the Measuring Up Guide?

**Yes** (please complete this section)

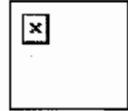
**No** (please skip to Section Four)

Attach copies of these tools along with comments about why and how these tools were developed. (1-page maximum)

**An application form and guide were developed to gather submissions for project(s). Templates from the Columbia Basin Trust were adapted for use.**

## Section Four - Other Information

Attach any other information, stories or comments you would like to include that reflect on your initiative.



**Section Five - Report Declaration**

I certify that:

- To the best of my knowledge all the information contained in this Report and any attachments is true and complete.
- Measuring Up, 2010 Legacies Now and the Province of BC were given appropriate recognition as a funding partner as per the Guidelines provided in the Contribution Agreement.
- I have submitted the Final Report in accordance to the approved deadline.

**Authorized Representative:**

Name (please print): Deb Kozak

Position: Coordinator Supported Employment Services

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

May 31, 2008

**Mail completed AND signed Final Reports to:**

Measuring Up Fund  
2010 Legacies Now  
400 - 1095 West Pender  
Vancouver, British Columbia V6E 2M6  
Phone: 778-327-5123

Measuring Up was created by 2010 Legacies Now in partnership with the Vancouver Agreement, the Province of BC and over 80 disability organizations throughout the province. Measuring Up helps BC communities assess and improve how accessible and inclusive they are for people with disabilities.

## CRITICAL PATH

### Nelson CARES Society Measuring Up Activities

Action: Start UP	Who	When	Time to Complete
• Time line and Critical Path	JR	November 8	.5 Day
• Create working Budget for \$15K of Project Funding	JR	November 8	.5 Days
• Review MUP Toolkit	DK	November 20	1 Day
• Create one- pager that describes the scope and intent of the project	DK/JR/JH	November 20	.5 Days

Action: Establish Committee	Who	When	Time to Complete
• Create Meeting Material and Working Agenda (3-4 Meetings)	DK	December 31	2 Days
• Create Terms of Reference for the Committee (one page)	DK	December 31	.5 Days
• Create letter of Commitment for Committee Members	DK	December 31	.5 Days
• Create criteria for Committee membership (who and why)	DK	December 31	.5 Days
• Contact potential Committee members	DK	January	2 Days

Action: Conduct Inventory	Who	When	Time to Complete
• Collect existing surveys, report etc	DK	January	1 Day
• Review existing material in light of Tool Kit	DK	January	2 Days
• Create Summary of existing information in light of MUP project goals	DK	February 15	2 Days
•			
•			
•			

Action: Facilitating Committee Process – the purpose of the Committee is to est. community priorities; do a call for proposals for the community that will meet the est. priority areas	Who	When	Time to Complete
• Host 2-3 Committee meetings	DK	Mar-May	(3 Days)
• Meeting One – intro to the project and presentation of Inventory Report	DK	March	1 Day
• Meeting Two – Setting Community Priorities – Facilitated by third party (Carousel)	DK	April	1 Day
• Meeting Three – Set Project Criteria and measures of success	DK	May	1 Day
• Establish third party to do project selection- include a meeting to present the project and its goals to the third party arbitrator	4 committee members not applying for grant.	March	1 Day

Action: Project Selection	Who	When	Time to Complete
• Third party to jury the projects -	DK	May	1 Day
• Announce Project(s)	DK	June	1 Day
• Project Follow-up	DK	June	1 Day

## CRITICAL PATH

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Action: Communication and PR	Who	When	Time to Complete
• Press Release for each milestone	DK	Mar-May	1 Day
• Follow-up with funder	DK		1 Day
• Presentation to City Council - COWs	JH/JR		1 Day

Action: Admin	Who	When	Time to Complete
• Management	JH/JR	Nov-May	2 days
• Bookkeeping Admin	SM	Nov-May	1 Day
• Assistance – booking space, printing, phoning etc.	MP/ LT	Nov-May	5 Days
• Print Materials and Web			.5 Day

**Project Scope:** To create meaningful community projects focused on the employment of adults with disabilities Nelson BC. Project will be funded through small grants distribute by the Nelson Measuring Up Committee

**Deadline:** Projects are to be initiated by May 2008

**Reporting:** final report submitted to Measuring Up as required by May 31, 2008. Separate Nelson Measuring up project report to be forwarded upon completion.

### **Nelson Measuring up Committee Members 2008**

1. Spirit of BC Community/Regional Representative - Tom Thomson – ED Chamber of Commerce.
2. Seniors Representative - Lucy Methuen – Nelson Senior's Association
3. Senior - Betty McCrae
4. Business Community – Val Semeniuk Kootenay Moon Wicker and Rattan
5. Foundation - Columbia Basin Trust – Linda LaFleur
6. Disability – Allan McCuaig - CNIB
7. Disability - Kay Ryan – ED Canadian Society for Social Development
8. Health Services Provider - Mental Health – Diane White
9. Employment – Achieve – Marla Smiley
10. Employment – Terri McLeod – West Kootenay Vocational and Rehabilitation Services
11. Education - Sandy Boscarol LV Rogers Special Education
12. Student – Jude Stralak LVR
13. Student – Amanda Johnson LVR
14. Education – Sofeya Devji – LVR Teacher for the Visually Impaired
15. Bigby Place – Ange Heinonan
16. Disability – Bev Johnson
17. Disability – Kathrine Howie
18. Disability – Lorelei Roll
19. Employment – Beth Hargraeves – Kootenay Career Development Society
20. Disability – Jackie Kellock – West Kootenay Brain Injury Society
21. Government Service Provider – Gaylene LaBreche Ministry of Employment and Income Assistance.

**Purpose:**

Formed as part of the 2010 Legacies Now Measuring Up initiative, the purpose of the Nelson Measuring Up Committee is to foster the development of a community that is fully accessible and inclusive for people with disabilities by increasing opportunities for employment.

**Beliefs and Values**

The Measuring up Committee will develop and recommend a project that promotes the following:

- Everyone has an important contribution to make to civic life and a responsibility to do so.
- The health, well-being and strength of our community requires the presence, participation and engagement of all its members or stated simply, *everyone benefits when everyone participates.*
- The opportunity to contribute is enhanced when all sectors share responsibility for removing barriers and promoting accessibility and inclusion.

**Method**

The Committee will focus on implementing the Measuring Up Process through discussion of the four main areas of:

- 1) Support Services
- 2) Access to Information
- 3) Economic Participation
- 4) Community Contribution

**Scope and Key Activities:**

- To provide a cross disability perspective on inclusion and accessibility affecting all persons with disabilities.
- To ensure that the Measuring Up process engages the broader community, including seniors, employers and others.
- To collect, analyze and assess existing surveys and reports that promote the goals of accessibility and inclusion.
- To identify community priorities and to establish criteria and a process to choose project(s) that will further the goals of inclusion, accessibility and employment.
- \$7K of Measuring Up funding is available to fund project(s). The committee will identify an independent third party to select the project(s).

**Composition:**

- Municipal representative
- Members representing a cross-section of disabilities (i.e. physical disability, visual impairment, hearing impairment, mental health disability, intellectual disability, invisible disabilities etc.)
- Seniors representative
- Youth representative
- Aboriginal representative

- Business representative
- Spirit of BC community committee representative

**Meetings and Term of Office:**

- Members will commit to a maximum of four meetings culminating in the announcement of a community project by June 30, 2008.
- A Chairperson will be appointed by the Committee members.





**HARROP - PROCTER  
FOREST PRODUCTS**

**Feed Your 100 Mile  
Cedar Lumber Diet!**

**250-229-2221**

*Engagement?  
Wedding?*

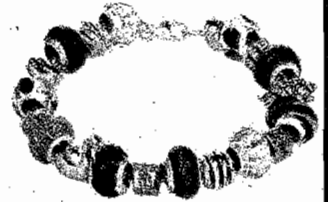
*Perfect for Mother's Day  
May 11th*

*Pandora Jewellery*



*We Have Exquisite  
Canadian Diamonds!*

*CREATE A ONE OF  
A KIND GIFT.*



**431 Baker St.  
Nelson, BC**

*Ted Allen's Jewellery*

**352-5033**

# News of the Day

**Nelson Daily News**

*Deadline: 12:00 noon - Ph. 352-3552 ext. 108  
- e-mail: [classified@nelsondailynews.com](mailto:classified@nelsondailynews.com)*

*May 7/08* **Wednes**

**\$2.00 OFF**  
any carwash  
with fill up  
over 25 liters  
of gasoline, propane or  
diesel  
at  
**NELSON HUSKY**

**10% OFF  
ANY TOP**  
for  
**Mother's Day**  
at  
**COTTON'S**  
Happy Mother's Day

**\*\*\*Spring Coffee Party\*\*\***  
Bake Table & Plant Sale  
Nelson United Church  
**Saturday, May 10, 2008**  
10:00 am to 12 noon  
Coffee & Coffee Cake for  
\$4.00

**ARMSTRONG**  
**FINE WOODWORKING**  
Custom Kitchen Cabinets,  
Furniture, Doors  
Install, baseboards, casings,  
doors, trim.  
Renovations  
~354-2953~

**DO YOUR  
ICBC INSURANCE**  
We're open to  
8PM Thursday  
and Friday at  
our  
Chahko Mika Mall Office  
**RHC INSURANCE**  
354-4101

**LOCAL PHOTOGRAPHER  
CORVUS UDALL**  
is the feature artist for the  
month of May at  
**Selkirk Eyecare Optometrists**  
543 Baker Street  
Come by today to admire this  
brilliant work

**NELSON MUSIC FESTIVAL  
ASSOCIATION**  
**Host of the Kootenay  
Festival of the Arts**  
Annual General Meeting  
Touchstones Boardroom  
**Monday, May 12, 7:00p**  
Private teachers, parent  
and other  
Supporters of the  
performing arts  
Are welcome

**PACK UP YOUR  
PESTICIDES!**  
**Saturday May 10**  
at the  
**Garden Festival**

City pesticide bylaw now effective. Bring your insecticide, fungicides, herbicides (including Weed 'n' Feed product) to the Garden Festival for safe disposal.  
No agricultural or commercial pesticides.  
Kootenay Citizens for Alternatives to Pesticides

**To Place a  
Phone  
Ext**



The Nelson Measuring Up Committee through the support of 2010 Legacies Now funding is calling for proposals that will foster the development of a community that is fully accessible and inclusive for people with disabilities by increasing opportunities for employment.

\$7000 is available to fund project(s) facilitating access to information, personal supports, economic contribution and community contribution for people with disabilities. For a more detailed description and application form email D. Kozak at [cgs@nelsoncares.ca](mailto:cds@nelsoncares.ca)  
Deadline for submissions: 4:00 PM May 23, 2008.



**Sandra Mason**  
*Registered Acupuncturist*

*Dipl. Traditional  
Chinese Medicine*

Cell 250-551-0110  
Home 250-352-6448

*~ Home and Hospital Calls Available ~*

## BIRTH ANNOUNCEMENT



*Olivia  
Jordan  
Behr*

Marnie and Duane Lehr are pleased to announce the birth of their daughter born on August 29, 2007 at 8:35 a.m. She weighed 7 lbs. 13 ounces.





## Application Form

Please refer to the Application Guide for program an overview of the application process.

To be considered for Nelson Measuring Up funds **ALL 4 PAGES OF THIS APPLICATION FORM MUST BE COMPLETED AND RETURNED TO the Address or email listed below along with the following Required Attachments:**

- ▶ 1-2 page project outline briefly describing project goals & objectives, action plan.

**DEADLINE for applications: 4:00 PM Friday, May 23, 2008**

Applications can be mailed, e-mailed or faxed to:

Nelson CARES Society  
Attn: Deb Kozak  
201-182 Baker Street  
Nelson, BC  
Email: [cds@nelsoncares.ca](mailto:cds@nelsoncares.ca)

**Fax: 1-250-352-9855**

**Phone: 250-352-6011 ext. 14**

**PROJECT NAME:**

**FULL NAME OF ORGANIZATION**

**TYPE OF ORGANIZATION**

(ie incorporated society, limited company, municipality, unincorporated non-profit)

**Organization's Address:**

**Telephone number:**

**Fax number:**

**Email address:**

**Website:**

**Primary Contact Person:**

**Address:**

**Phone number:**

**Fax number:**

**Email Address:**

**Area (location) where benefit is being delivered:**

**Brief Description of this Project:**

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**Brief Objectives of this Project:**

- 1) \_\_\_\_\_  
\_\_\_\_\_
- 2) \_\_\_\_\_  
\_\_\_\_\_
- 3) \_\_\_\_\_  
\_\_\_\_\_

**Total Project Budget:**

<b>Funding Sources</b> (Please Specify Source)	<b>Funds Requested</b>	<b>Funds Committed</b>
		\$
<b>Measuring Up Funds Requested</b>		
<b>Total Project Budget</b>		

**For what types of items will the Nelson Measuring Up Funds be used?**

(Please Specify. Insert more rows if needed)

Activity	Amount
	\$
<b>Total Measuring Up Funds Requested</b>	<b>\$</b>

**Please answer the following sections to assist Nelson CARES Society in assessing this project.**

**How does this proposed project contribute to building community capacity?**

**Describe the intended social, economic benefits of the proposed project.**

**Describe the long-term benefits to the community.**

**If appropriate, describe the sustainability plan of the proposed project.**

**Describe the expected outcomes of the proposed project.**

**Describe the process to be used to ensure that the above outcomes have been achieved; and how the Measuring Up Initiative will be recognized.**

**NOTE:**

**By submitting this application to the Nelson CARES Society, the Applicant acknowledges:**

- 1. That they understand that all submissions to Nelson CARES Society are subject to the *Freedom of Information & Protection of Privacy Act*.**



## **Nelson Measuring Up Project Selection Criteria May 2008**

The Nelson Measuring Up selection jury will consider funding project(s) that foster the development of a community that is fully accessible and inclusive for people with disabilities by increasing opportunities for employment. The jury will assess project suitability based on the community priorities identified by the Measuring Up committee and defined under the four broad areas of: community contribution, access to information, personal supports and economic participation.

Projects will be selected from the following criteria:

1. Must further the community priorities identified by the Measuring Up committee. (See specific priorities below.)
2. Have a tangible impact and provide a legacy to the community.
3. Organizations with a proven track record of successful delivery of projects will be seen favourably.
4. Project(s) will demonstrate sustainability whenever or wherever appropriate.
5. Include tangible contributions and a firm commitment from applicants.
6. Demonstrate prudent use of funds. The ability to leverage funding will be seen favourably.
7. Project(s) do not duplicate existing services or supports in community.

Preference will be given to project(s) that facilitate one or more of the following priorities:

1. The establishment of long-term, on the job supports including job coaching, co-worker and peer supports.
2. The establishment and maintenance of a central database of diverse information useful to people with disabilities in Nelson and support staff including but not limited to businesses, government, and community service organizations to be regularly maintained and distributed widely.
3. The production of general community information in multiple formats, especially audio.
4. Media project(s) that move beyond stereotypes to portray people with disabilities in a positive, accurate way.
5. Improved, accessible transportation suited to the needs of people with disabilities.
6. The participation of people with disabilities in the next phase of community initiatives to develop affordable and accessible housing.
7. The participation of people with disabilities in the design of universal way finding signage.
8. The development and support of a West Kootenay self-advocacy group.
9. Improved access to adaptive equipment that will facilitate employment opportunities.
10. Communication to broader community (services).



# Nelson Measuring Up Committee

Thursday March 13, 2008

1:00 – 4:00 PM

Best Western Hotel - Vintage Room

153 Baker Street Nelson, BC

**Facilitator: Deb Kozak**

**Recorder: Melanie Pieper**

**Attendees: Tom Thomson; Lucy Methuen; Betty McCrae; Val Semeniuk, Linda LaFleur; Allan McCuaig; Kay Ryan; Marla Smiley; Terry Mcleod; Sandy Boscariol; Sofeya Devji; Ange Heinonan; Bev Johnson; Amanda Johnson**

**Please read: Email attachments and refer to [www.2010legaciesnow.com/measuring\\_up/](http://www.2010legaciesnow.com/measuring_up/)**

## ----- Agenda -----

Introduction to Measuring Up and Nelson Committee Members	Deb Kozak	30
Summary presentation of Reports on Disability	Deb Kozak	30
Break		15
Discussion using Measuring Up community assessment tools	Everyone	60
Group reports	Everyone	45
Appoint Chairperson, Photo op and wrap up	Everyone	15



# **Nelson Measuring Up Committee Bibliography of Research Articles March 2008**

Canadian Abilities Foundation. "Neglected or Hidden: Connecting Employers and People with Disabilities in Canada" Canadian Abilities Foundation. May 2004: 14.

BC Chamber of Commerce. "A British Columbia Chamber of Commerce Survey: Hiring People with Disabilities" October 2004:18.

SPAN Nelson (Social Planning Action Network). "Social Needs in Nelson and Area – Taking Strategic Action" September 19, 2007: 20.

Donald L. Johnston and Associates. "Research into the Capacity Challenges of BC Organizations Providing Disability Related Employment Programming" Centre for Sustainability. May 2006: 22.

WCG International Consultants Ltd. "Recruitment and Retention of Persons with Disabilities in British Columbia Research Project" November 15, 2004: 17.

Patty Holmes. "Employment, Communication and Disabled Persons" United Way 1981: 28.

Adele Crudden, William Sansing, and Stacey Butler. "Overcoming Barriers to Employment: Strategies of Rehabilitation Providers" JVIB June 2005: 11

Dawn B. Golub. "A Model of Successful Work Experience for Employees Who are Visually Impaired: The Results of a Study" JVIB December 2006: 11

Cara Williams. "Disability in the Workplace" Perspectives – Statistics Canada. February 2006: 9.

Wendy Pyper. "Aging, health and work" Perspectives – Statistics Canada. February 2006: 11.

Participation and Activity Limitation Survey. "Education, employment and income of adults with and without disabilities – Tables" Minister of Industry. September 2003: 109

# Nelson CARES Meeting Minutes – Measuring Up Committee

**Date:** Thursday, March 13, 2008  
1:00 p.m.

**Present:** Jennifer Hakola – West Kootenay Brain Injury Association, Lorelei Roll, Kathy Howie, Jude Stralak – LVR High School, Amanda Johnson, Alan McCuaig – CNIB, Bev Johnson, Yvonne Munro – Bigby Place, Marla Smiley – ACHIEVE, Tom Thomson – Chamber of Commerce, Lucy Methuen – Nelson Senior's Association, Sofeya Devji (by phone) – Visually Impaired

**Regrets:**  
**Facilitator:** Deb Kozak  
**Minutes:** Melanie

Item for Discussion	Purpose/Key Issues	Recommendations/Decisions/Actions	By Whom	Completion Date
Call to Order 1:00 p.m.				
Welcome/ Introduction				
Committee Purpose		<ul style="list-style-type: none"> <li>• To discuss current situation in Nelson around accessibility and inclusiveness for people with disabilities</li> <li>• Break down barriers</li> <li>• Come up with a project idea (\$7000 available)</li> <li>• Identify 3<sup>rd</sup> party to select the project.</li> </ul>		
Participant Check in		Introduction & Expectations/Hopes for Committee		

<p><b>Summary Presentation of Reports on Disability</b></p>	<p>Bibliography attached.</p>	<ul style="list-style-type: none"> <li>• Strides made in community, improvements around accessibility – lowering curbs, audible signals; more to be done.</li> <li>• BC Chamber of Commerce Survey: Hiring People with Disabilities key findings</li> </ul>		
<p><b>Barriers to Employment in Community</b></p>	<p>Brainstorm</p>	<ul style="list-style-type: none"> <li>• Building access – interior and exterior</li> <li>• Transportation</li> <li>• Poverty</li> <li>• Inaccessible recreation facilities</li> <li>• Discrimination</li> <li>• Lighting</li> <li>• Architectural barriers, i.e. doorways</li> <li>• More public washrooms needed</li> <li>• Adequate affordable housing</li> <li>• Lack of human support services</li> </ul>		
<p><b>Group Work – Measuring Up Assessment Tools</b></p>		<p><b>Four groups of 3 persons</b></p> <ul style="list-style-type: none"> <li>• Support Services in Community</li> <li>• Economic Participation</li> <li>• Access to Information</li> <li>• Community Contribution</li> </ul>		
<p><b>Group Reports</b></p>	<p>See attached meeting summary report for detail.</p>	<p><b>Support Services in Community</b></p> <ul style="list-style-type: none"> <li>• <i>Personal Supports: Human &amp; Mechanical</i></li> <li>• <i>Fully Inclusive/Accessible Environment</i></li> <li>• <i>Transportation</i></li> <li>• <i>Housing Choice</i></li> <li>• <i>Safety (Prevention)</i></li> <li>• <i>Emergency Preparedness</i></li> <li>• <i>Education</i></li> </ul>		

		<p><b>Economic Participation</b></p> <ul style="list-style-type: none"> <li>• <i>Employment Opportunities</i></li> <li>• <i>Skills Development</i></li> <li>• <i>Business Development</i></li> <li>• <i>Marketing Products &amp; Services</i></li> </ul> <p><b>Access to Information</b></p> <ul style="list-style-type: none"> <li>• <i>Universal Signage</i></li> <li>• <i>Plain Language</i></li> <li>• <i>Multiple Formats</i></li> <li>• <i>Accurate Portrayals</i></li> </ul> <p><b>Community Contribution – how people give</b></p> <ul style="list-style-type: none"> <li>• <i>Social</i></li> <li>• <i>Cultural</i></li> <li>• <i>Recreation/Sport</i></li> <li>• <i>Environmental</i></li> </ul>		
<b>Suggestions &amp; Ideas</b>	See Summary			
<b>Project Suggestions</b>	See Summary			
<b>Chairperson</b>		<ul style="list-style-type: none"> <li>• Tom Thomson – Chamber of Commerce appointed chairperson</li> </ul>		
<b>Wrap Up</b>		<ul style="list-style-type: none"> <li>• Deb will consolidate information and email to committee</li> </ul>	<b>Deb</b>	
<b>Next Meeting</b>		<p><b>Monday, April 28 1 – 4 p.m. @ Nelson Health Unit – 333 Stanley Street, 2<sup>nd</sup> floor meeting room</b></p> <ul style="list-style-type: none"> <li>○ What are three priorities that we'd like to act on or think about acting on? Email Deb with project ideas.</li> <li>○ Bring your organization's information to next meeting</li> </ul>		



## ***Nelson Measuring Up Committee Meeting Summary March 13, 2008***

### **PURPOSE**

The purpose of the Nelson Measuring Up Committee is to foster the development of a community that is fully accessible and inclusive for people with disabilities by increasing opportunities for employment.

The committee will achieve this by assessing what is currently in place, identifying community priorities and selecting a project that will promote inclusiveness and employment.

### **INTRODUCTION**

Twelve committee members participated in the first meeting of the Nelson Measuring Up Committee. Facilitator Deb Kozak opened the meeting and listed the expectations of each member:

- › Looking for work (3 responses)
- › Start a business
- › Facilitate work connections for people
- › Initiate a Summer work program
- › Do a project
- › Increase public awareness and provide access to information
- › Learn about Measuring Up
- › Opportunity for connection between agencies (2 responses)
- › Community involvement to reduce barriers
- › Create understanding
- › Educate people about brain injury

### **SUMMARY OF REPORTS**

The facilitator then circulated a bibliography of reports that were researched and summarized the findings. (see attached) Copies of the full reports are available to the committee on request. The discussion then turned to identifying specific barriers to employment and accessibility in Nelson.

### ***Barriers to Employment***

- › Building accessibility – interior and exterior
- › Transportation
- › Poverty
- › Inaccessible recreational facilities
- › Discrimination
- › Architectural Barriers ie doorways
- › Lighting
- › Toilets
- › Adequate affordable housing
- › Lack of human support services
- › Fragmented service delivery systems and supports

## **MEASURING UP ASSESSMENT TOOLS**

The group split into four groups and used the Measuring Up assessment tools to further identify supports, services and barriers to inclusion in Nelson. Participants assessed the level of community dialogue to date and made recommendations to begin or continue the process. The four areas of discussion are:

1. Economic Participation
2. Access to Information
3. Support Services
4. Community Contribution

### **1. Economic Participation**

“Working and contributing are fundamental to the social and financial wellbeing of everyone. For most of us, our greatest contribution comes through our employment. Yet half of persons with disabilities are unemployed in Canada and almost two thirds of people with disabilities on social assistance live in poverty (below Statistics Canada’s low income cut-off).” *Excerpt from Measuring Up Guide.*

Community Dialogue around economic participation in Nelson is in its initial stages. Professional groups related to the disability field meet and collaborate; however, agencies providing services do not meet as a group regularly. The broader community has not been brought together to discuss economic participation.

Group feedback:

- CNIB - Some discussion between professionals, not with consumers.
- Nelson Economic Development Partnership has had a presentation from the Canadian Society for Social Development.
- Broader range of inclusion needed.
- Discussions need to take place in community.

Employment Opportunities

- Bus passes are available, but transportation opportunities are limited.
- Poverty limits participation
- It takes a tremendous amount of physical and mental energy for people with disabilities to participate in everyday community life. Employers and support agencies need to be aware of this and appropriate supports must be in place to support employees.
- Fragmentation of services is a big problem. There is no one-stop place to gather information and access employment or other supports. This means that people with disabilities are often unaware of what is available to them.

Skills Development

- Selkirk College – provides learning support services to people with disabilities. Offers Adult Basic Education and Transitional Training.
- Small business development – Community Futures
- Canadian Society Social Development – internet based self-employment support for people with disabilities. Based in Nelson; available cross Canada

- ACHIEVE – provides business coaching/self employment support, opportunities for volunteerism, part time & full time employment.
- Nelson CARES Society – provides supported employment support services, career counselling, employment through social enterprise micro businesses.

#### Marketing Products & Services

- Some: Island Hearing, CNIB, hearing clinic, wheelchair services, vision services.
- More physical accessibility required.

### **2. Access to Information**

“Information is power. Basic information, at a very minimum, enables us to: find our way, keep ourselves safe, avoid confusion, help prevent accidents and save time. It can also make us more efficient, punctual and productive. Access to information is so commonplace that it is often taken for granted. People may assume that everyone understands, reads or deciphers words and symbols the way they do.” *Excerpt from Measuring Up Guide.*

Community Dialogue about access to information in Nelson is in its initial stages with some progress being made in consulting with people with disabilities around specific projects. Organizations such as SPAN (Social Planning Action Network), the Advocacy Centre, CNIB and Senior’s groups all work to enhance access to information in an understandable way.

#### Universal Signage

- Nelson Economic Development Partnership and Chamber of Commerce are developing signage based on tourism study recommendation.  
**Recommendation:** that disability groups be consulted for input.

#### Plain Language

- Some services providing supports to people with disabilities have developed plain language materials. Encourage broader awareness and action to expand services.

#### Multiple Formats – ie Braille, American Sign Language

- Other formats are available upon request but not consistently throughout the community. For example, there are large print publications for visually impaired and some electronic media available for the hearing impaired. Discussion at this meeting about how to make way finding signage more versatile.

#### Accurate Portrayals – avoiding stereotypes

- Senior’s community is a vocal advocate and provides positive portrayals of seniors to the community.
- Local media is open and welcomes positive stories about people with disabilities.

### **3. Personal Supports**

“Our society has a long history of creating an infrastructure and public services to allow its citizens to live, travel, work, play, and volunteer with ease. Roads, building standards, educational institutions and public transit are obvious examples of critical adaptations that

enable our active participation. While society depends on our various contributions, our ability to contribute depends on these supports.

Citizens with disabilities and their helping networks depend on this infrastructure too, although with certain modifications and adaptations. Without this support infrastructure they cannot contribute and fulfill their responsibilities as citizens.” *Excerpt from Measuring Up Guide*

Community Dialogue around personal supports in Nelson is progressing in some areas. Nelson presents its own unique challenges due to its mountainous terrain.

#### Personal Supports

- Access to attendant and assistive equipment/devices for people is available, but varies between individuals and service providers. Consistent access is not always available due to lack of human and equipment resources.
- The Kootenay region does not have a rehab facility.

#### Fully accessible and Inclusive Built Environments

- Many of Nelson’s older buildings are not accessible, but some have been renovated to become more accessible. New buildings, such as the recreation complex have accessibility features built in. Adaptations to the current environment and attention to accessibility in new developments is needed.
- Lack of fully accessible public toilets.

#### Transportation

- Bus schedules are confusing, restrictive and inconsistent. No evening bus schedules and limited weekend transportation. Inaccessible to people in wheelchairs & using walkers
- Handi Dart not available to everyone.
- The Car Share Coop may be another option to develop accessible transport.
- Other communities have affordable taxi vouchers for people with disabilities.

**Recommendation:** Look at the bus system in Spokane for examples of an easy to use public system – easily understood schedules and easy to access.

#### Housing Choice

- Nelson developed the majority of its affordable housing in the 1980’s. There has been a surge in housing prices in the last few years, making it difficult for people with disabilities to obtain affordable, accessible housing. The Social Planning Action Network (SPAN) is actively working on this issue. Nelson city council and the Nelson Economic Development Partnership have identified housing affordability as a priority.

**Recommendation:** Disability groups become involved in the next steps with community groups working on housing issues.

#### Safety

- Nelson and the RDCK have a central emergency centre for communications and coordination for major emergencies. Disability groups can contact coordinator Noreen Clayton to discuss special considerations specific to the disability community.
- The Nelson Fire Department conducts regular safety inspections in all businesses and public buildings. More attention to the needs of people with disabilities is required.



## Education

- Education is mostly accessible, inclusive, individualized. Some difficulties in accessing adequate, consistent support and questions about what is available for people after graduation.
- Supports in high school, but lacking post high school
- Selkirk College has a support system for people with disabilities but it doesn't catch everyone.
- Costs can be prohibitive.
- ACHIEVE works with Selkirk & other agencies to provide support to students

**Recommendation:** Selkirk could send out information to service providers.

### **4. Community Contribution – how people give**

"Each of us, without exception, has a deep longing to give, to contribute, to offer and to share what is meaningful to us. Such contributions are the backbone of our communities. They contribute to the common good, allow us to fulfill our obligations to our fellow citizens and give us a sense of self worth. Most of all, contributions foster civic belonging – they make us feel at home." *Excerpt from Measuring Up Guide.*

Community Dialogue around community contribution in Nelson is progressing in some areas. There is room for broader participation in areas such as politics, sport, and culture.

## Social Contribution

- People volunteer in organizations like Our Daily Bread, the WIN Store, Share Nelson.

**Recommendation:** Explore opportunities to participate with other groups such as Kiwanis, Rotary, Lions.

- Active members in churches of choice.

## Cultural

- Participation and attendance at cultural events. I.e Lip Synch contest, Capital Theatre, Kutenai Art Therapy Institute, Music, theatre attendance, participation in Nelson Artwalk.
- Cost is a factor/barrier for some people.
- KATI – monthly family day

## Recreation/Sport

- People participate in recreation and sports as players/athletes and as spectators. I.e community complex, Special Olympics, skiing
- Recreation centre fees are discounted for people with disabilities
- New recreation centre is more accessible

**Idea:** indoor riding arena needed.

## Environmental Contribution

- Recycling services in the community are inadequate for everyone at this time. Curbside recycling anticipated beginning in spring 2008.
- CDS Recycling services provides recycling services to downtown businesses and employs people with disabilities.

- Many people with disabilities provide community recycling of returnable containers to supplement their income. This is an “invisible” service that should be recognized and appreciated.
- The recycling igloos provide an opportunity for social interaction.

**Recommendation:** Start a recycling/reuse centre in Nelson and employ people with disabilities. Currently all recycling is trucked out to Kelowna. RDCK states that this region does not have the volume to make it a viable business here. More research on feasibility needed with the assistance of Michael Jessen. Jessen has researched this idea and has data.

**Summary of recommendations/ideas:**

- Give presentations about the initiatives of the Measuring up Initiative to Nelson Economic Development Partnership, Rotary Club, Chamber of Commerce.
- Be present at community business gatherings such as the Chamber of Commerce monthly networking opportunity for business owners and the breakfast meetings of the Nelson Business Association.
- Take advantage of the services offered by agencies like ACHIEVE, Career Development Services and the West Kootenay Vocational Rehabilitation Services Inc.
- Consult with the Nelson Economic Development Partnership and Chamber of Commerce as they develop universal signage.
- Work with the city to improve the bus system including holidays when the community celebrates together ie. Canada Day. Research and share good examples of accessible transport. i.e. Spokane bus system and communities offering affordable taxi vouchers for people with disabilities.
- Get involved in the next steps with community groups working on housing issues.
- Explore opportunities for people with disabilities to become members of community groups like Kiwanis, Rotary, Lions.
- Collaborate with Selkirk College to distribute education information to service providers.
- Ask the Advocacy Centre to host a community dialogue on disability issues.

**PROJECT IDEAS**

- Develop public information pamphlets/brochures on services and supports available to people with disabilities and distribute to the community.
- Use project money to install playground equipment specially made for visually impaired children that can be enjoyed by all. Suggestion from Allen McQuaig CNIB
- Start a recycling/reuse centre in Nelson and employ people with disabilities. Contact Michael Jessen for research on feasibility and assistance.
- Consider/create other social enterprise opportunities.
- Consider creating an indoor riding arena
- Challenge businesses to create more accessibility, possibly provide some money for renovations.
- Partner with the Car Share coop to improve transportation access.

# Nelson CARES Meeting Minutes – Measuring Up Committee

Date: **Monday, April 28, 2008**  
**1:00 p.m.**

**Present:** Lorelei Roll, Val Semeniuk – Kootenai Moon, Linda LaFleur, CBT, Sandy Boscaroli – LV Rogers, Amanda Johnson, Alan McCuaig – CNIB, Bev Johnson, Ange Heinsonan – Bigby Place, Tom Thomson – Chamber of Commerce, Sofeya Devi – Visually Impaired, Gaylene LaBreche - Ministry of Employment and Income Assistance.  
 , Beth Hargraeves – KCDS, Terri McLeod - West Kootenay Vocational Rehabilitation Services Inc.

**Regrets:**

**Facilitators:** Derek Murphy, Deb Kozak

**Minutes:** Melanie

Item for Discussion	Purpose/Key Issues	Recommendations/Decisions/Actions	By Whom	Completion Date
<b>Call to Order</b> 1:00 p.m.			Tom Thomson	
<b>Welcome/ Introductions</b>				
<b>Review</b>		<ul style="list-style-type: none"> <li>• Overview of Measuring Up Committee purpose</li> <li>• Reviewed information and recommendations/ideas identified last meeting in the 4 areas of Measuring Up:                             <ul style="list-style-type: none"> <li>• <b>Economic Participation</b></li> <li>• <b>Community Contribution</b></li> <li>• <b>Access to Information</b></li> <li>• <b>Personal Supports</b></li> </ul> </li> </ul>	Deb Kozak	
<b>Next Steps</b>		<ul style="list-style-type: none"> <li>• Identify priorities in each area to assist individuals/organizations in developing project proposals</li> <li>• Set criteria for proposals - the important things we want to see in the proposals</li> </ul>	Derek Murphy	

<p><b>Community Priorities-Group Work</b></p>		<p>Derek Murphy</p>	
<p><b>Break</b></p>			
<p><b>Community Priorities - Group Reports</b></p>	<p><b>Economic Participation</b></p> <ol style="list-style-type: none"> <li>1. On-going (natural) on the job support</li> <li>2. Database of businesses, government, community service organizations – regularly maintained and distributed widely as newsletter or guide in multiple formats (see Community Contributions).</li> </ol> <p><b>Access to Information</b></p> <ol style="list-style-type: none"> <li>1. Information put out in generally in community to be in multiple formats, especially audio.</li> <li>2. Accurate portrayals in media (beyond stereotypes)</li> </ol> <p><b>Personal Supports</b></p> <ol style="list-style-type: none"> <li>1. Transportation/Bus Service – routes, times, costs, linkages between routes (regionally), costs. Affordable, accessible transportation needed. Bus, cabs, gas subsidy.</li> <li>2. Housing – affordable and accessible, participation of people with disabilities in next phases.</li> </ol> <ol style="list-style-type: none"> <li>1. Universal Design – participation of people with disabilities</li> <li>2. Advocacy Group for West Kootenays – for people with disabilities (across disabilities) to promote better accessibility to transportation and safety/emergency services, and low income housing.</li> </ol>		

		<ol style="list-style-type: none"> <li>1. Equipment to access employment i.e. Dragon Naturally speaking, special chairs (include how to access in database).</li> </ol> <p><b>Community Contribution</b></p> <ol style="list-style-type: none"> <li>1. Central database, newsletter, guide, website that lists employment opportunities, grants, volunteering for people with disabilities, service providers, respite care, potential employers. Post in community locations accessed regularly by people with disabilities &amp; potential employers. Other info could include upcoming social events, ride board, contact people &amp; phone numbers with description of services offered.</li> <li>2. Communication out to broader community (services).</li> </ol>		
<p><b>Project Selection Criteria</b></p>		<ol style="list-style-type: none"> <li>1. Impact – tangible</li> <li>2. Leverage</li> <li>3. Track Record</li> <li>4. Addresses community priorities</li> <li>5. Sustainability</li> <li>6. Other contributions &amp; commitment</li> <li>7. Good budget and use of funds</li> <li>8. Does not duplicate</li> </ol>		
<p><b>Project Selection Jury</b></p>		<ul style="list-style-type: none"> <li>• Lynda LaFleur</li> <li>• Amanda Johnson</li> <li>• Tom Thomson</li> <li>• Gaylene LaBreche</li> </ul>		
<p><b>Next Meeting</b></p>		<p><b>Monday, May 21 from 1 – 4 p.m. @ Nelson Chamber of Commerce</b></p> <ul style="list-style-type: none"> <li>○ Bring your organization's information to next meeting</li> </ul>		



## Nelson Measuring Up Committee

Monday April 28, 2008

1:00 – 4:00 PM

Nelson Health Unit – 2<sup>nd</sup> floor Meeting Room  
333 Victoria Street Nelson, BC

Facilitator: Derek Murphy  
Note taker: Melanie Pieper

Attendees: Tom Thomson, Lucy Methuen, Betty McRae, Val Semeniuk, Linda LaFleur, Allan McCuaig, Kay Ryan, Diane White, Marla Smiley, Terri McLeod, Sandy Boscarol, Jude Stralak, Amanda Johnson, Sofeya Devji, Ange Heinonan, Bev Johnson, Kathrine Howie, Gaylene LaBreche, Lorelei Roll, Beth Hargraeves, Jackie Kellock, Deb Kozak

### AGENDA

Introductions/Information Sharing/Group Photo	Tom Thomson	15
Purpose of Meeting	Derek Murphy	5
Recap March 13 <sup>th</sup> Meeting	Deb Kozak	15
Set Community Priorities (small group process)	Derek Murphy	60
Break	Everyone	15
Group Report Back	Group Leaders	15
Set Criteria for Project Selection (full group)	Derek Murphy	40
Choose Jury (full group)	Derek Murphy	10
Wrap Up	Derek Murphy	5

### Additional Information:

- Please read: March 13<sup>th</sup> Meeting Summary and Minutes
- Please bring: Information from your group/program/agency to share with everyone.
- Don't forget: You'll have your picture taken for the paper ☺

## Disability funding on the table

NELSON — Thanks to 2010 Legacies Now funding, there is \$7,000 for our community to invest in furthering the goal of making Nelson more inclusive for people with disabilities.

Nelson's Measuring Up Committee, headed by Chamber of Commerce Manager, Tom Thomson, met on April 28 to set priorities and develop criteria for project submissions from the broader community.

Nelson's Measuring Up committee includes a diverse, energetic group of people from local business, government, service agencies, and representatives from cross-disability groups.

Submissions for projects will be considered with the following in mind.

Projects will need to address one or more of the following goals:

- Improve access to information.
- Reduce barriers to participation.
- Create jobs and economic opportunities.
- Increase opportunities for participation in community life.

All people with disabilities want to be active citizens. They want to contribute their talents and perform at their best, whether through employment, tourism, business, taxation, volunteerism or

other means. People with disabilities represent a sizable portion of local, social and financial resources. When communities encourage the full potential of all citizens they become places where people choose to live, recreate, work, purchase goods and contribute. Everyone benefits.

The creative energy of the people in Nelson will generate some excellent ideas.

Interested applicants please contact cds@nelsoncares.ca This initiative is being coordinated by the Nelson CARES Society.

## Round up those

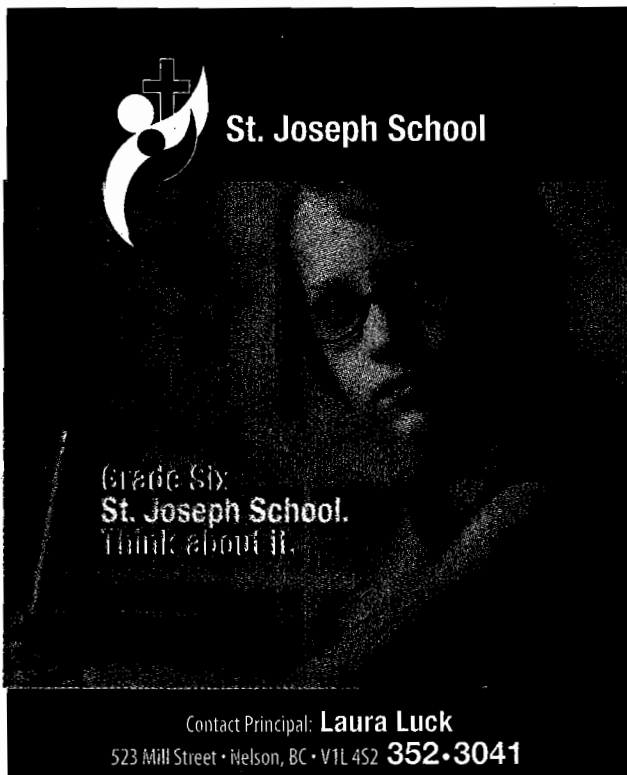
NELSON — The City of Nelson has enacted a new bylaw banning the cosmetic (non-essential) use of pesticides (including insecticides, fungicides, herbicides, whatever-icides).

To celebrate and to help residents make the transition to greener, safer alternatives, Kootenay Citizens for Alternatives to Pesticides (K-CAP) is hosting a Pesticide Roundup this Saturday, May 10, at the Garden Festival on Baker Street (300 block). Nelson residents are invited to rid their garden sheds and basements of pesticides (including Weed 'n' Feed-type lawn fertilizers containing herbicides such as 2,4-D, mecoprop, dicamba). Bring them to the

Garden Fest (9 where they will ed for safe through the Pro Centre (aka Pai on Front Street.

"It will be an al event and a c of the progress v ing towards a free Nelson Cheralynne Ken of the event's ( and a spokesper CAP. People dr unwanted pesti have a chance ( selection of hea native lawn an care products, ar through a coll healthy lawn ar care resources, by Otter Books Nelson Municipa

There will a



**St. Joseph School**

(Grade Six)  
**St. Joseph School.**  
Think about it.

Contact Principal: **Laura Luck**  
523 Mill Street • Nelson, BC • V1L 4S2 **352-3041**

**Ann**

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*David co construction, he aims to put informed dec needs.*

*You can re hours or call h email: davi*

**COLDW BANKE**

**for CBT Service Awards**

The deadline for the Columbia Basin Trust Service Awards for mature students wanting to obtain a post-secondary education at Selkirk College has been extended to Friday, June 27.

If you meet the following criteria and have a desire to return to, or begin, a post-secondary education, you may be eligible for a \$2,000 award provided by the Columbia Basin Trust through Selkirk College.

Applicants must be over the age of 20, have resided in the Columbia Basin area for the past three years and possess verifiable volunteer experience in their community.

June 4/08  
For complete guidelines and the application form, contact Pat Henman at (250) 505-1324 or visit [www.selkirk.ca](http://www.selkirk.ca).

**KCDS expands opportunities**

The Nelson Measuring Up Committee announces that Kootenay Career Development Society (KCDS) will receive \$7,000 in funding to expand employment opportunities for employers and people with disabilities. The Nelson CARES Society is able to provide this grant through 2010 Legacies Now funding. The initiative was endorsed by Nelson city council.

KCDS will develop a user-friendly training

package for employers hiring people with disabilities. The package will provide tools to assist employers with developing natural supports and integration on the work site as well as other items including valuable information about community resources and supports.

The Nelson CARES Society facilitated the Nelson Measuring Up committee from a broad-based community group of local business people, people with disabilities, educators, seniors and service providers.

This group gathered to assess how Nelson measures up when it comes to including citizens with disabilities in all aspects of community life and chose a project to further enhance participation.

water fish through our surrounding systems. It began 175 million years ago and despite ice ages – has lasted to this day.

Visibly, the geon is amazing the potential to six metres; 800 kilograms, fish physically; the weight of porcupines. Its skin resembles a knight's armor than typical fish the outside of t

*The Land C throughout Brit more informati*

**KCDS** Kootenay Career Development Society

proudly presents

**Beyond the Want Ads. Finding work in Nelson.**

This fun, interactive workshop explores what's happening and strategies to find work that works for you!

**Wednesday, June 11th, 2008 — 9am to 3pm**

To Register Call 250-352-6200 or 1-877-952-6200  
[www.kcds.ca](http://www.kcds.ca) for further info

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Nelson Daily News

# Community

Friday, June 6, 2008 - PAGE 17

## Measuring Up Committee steps up for the CARES society

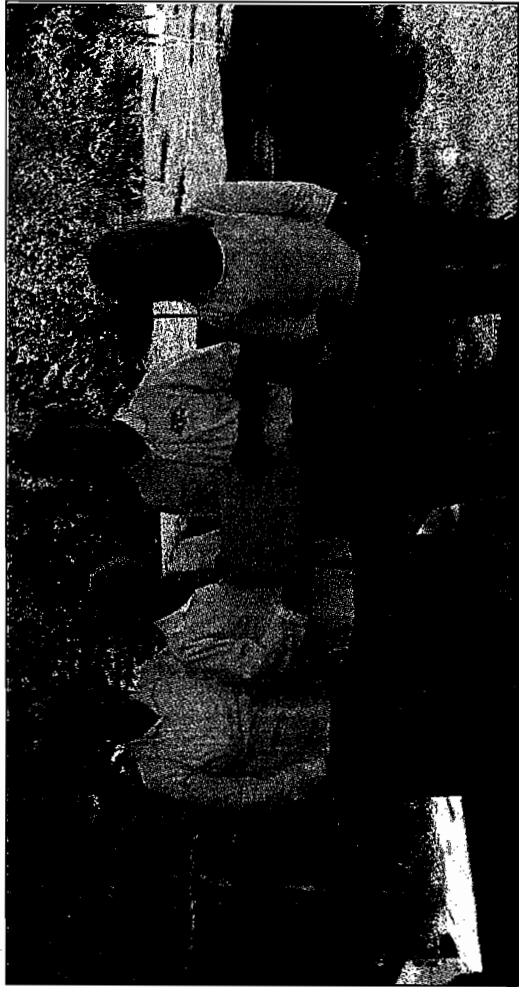
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The Nelson CARES Society facilitated the Nelson Measuring Up committee from a broad-based community group of local business people, people with disabilities, educators, seniors and service providers. As a community, Nelson values the diversity of its citizens and desires to maximize the participation of people with disabilities at work and play. This dynamic group gathered to assess how Nelson measures up when it comes to including citizens with disabilities in all aspects of community life and chose a project to further enhance participation.

This project is a step in the right direction. The Nelson Measuring Up committee congratulates Kootenay Career Development Society on its commitment and ingenuity.



(left to right) The Measuring Up Selection Jury: Linda LaFleur, Award Recipient Jan Wright KCDS; Jury Members Tom Thomson and Gaylene LaBreche. Missing: Amanda Johnson

— PHOTO SUBMITTED