



Adopted by Council: October 13, 1981

Amended by Council: December 8, 2014, December 7, 2020

**POLICY 4012:**

It is Council policy that:

Richmond is an accessible and inclusive city by:

1. Enhancing equitable access to City facilities, parks, programs and services to all who live, work, play and learn in Richmond.
2. Removing barriers to participation faced by vulnerable groups by adopting practices and accommodations so that every resident can take part in all aspects of community life.
3. Incorporating measures in the Official Community Plan and other key City plans, strategies, guidelines, policies and bylaws that further advance Richmond's efforts to be an accessible and inclusive city.
4. Advancing accessibility in the City's built environment through the use of universal design principles and the City's Enhanced Accessibility Design Guidelines.
5. Communicating information and providing means of public engagement that takes into consideration the diversity and unique characteristics of Richmond residents.
6. Providing ongoing diversity and inclusion training to staff and volunteers in order to foster a respectful workplace and to respond to the diverse needs of Richmond's population.
7. Continuing to seek community input from a wide range of individuals, community organizations and stakeholders in the planning and development of facilities, policies and services.
8. Providing public awareness and education about the importance of a welcoming, accessible and inclusive Richmond.
9. Collaborating with partner organizations and stakeholder groups to address the diverse needs of Richmond's population.
10. Advocating to senior levels of government for funding and programs to advance accessibility and inclusion in Richmond.