

**MINUTES OF THE REGULAR MEETING OF THE CITY COUNCIL HELD ON
MONDAY, DECEMBER 11, 2023 AT 5801 CAVENDISH BOULEVARD,
CÔTE SAINT-LUC, AT 8:00 P.M.**

PRESENT:

Mayor Mitchell Brownstein, B. Comm., B.C.L., LL.B., presiding
Councillor Lior Azerad
Councillor Sidney Benizri
Councillor Dida Berku, B.C.L.
Councillor Mike Cohen, B.A.
Councillor Steven Erdelyi, B.Sc., B.Ed.
Councillor Mitch Kujavsky, B. Comm.
Councillor Andee Shuster

ALSO PRESENT:

M^e Jonathan Shecter, City Manager
Ms. Florine Agbognihoue, Assistant City Clerk, acted as Secretary of
the meeting

WELCOMING REMARKS BY THE MAYOR

Prior to tonight's meeting, Mayor Brownstein welcomed the audience to the meeting.

TERRITORIAL ACKNOWLEDGEMENT

A video was presented to promote justice, remembrance, cultural freedom and inclusion. This video was presented to thank the Kanien'kehá:ka Nation.

231201

ADOPTION OF THE AGENDA FOR THE MEETING OF DECEMBER 11, 2023

It was

MOVED BY COUNCILLOR MIKE COHEN
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

"THAT the Côte Saint-Luc City Council hereby adopts the agenda for the meeting of December 11, 2023, as submitted with the following item added:

*Item 18: Tabling of register pursuant to by-law 2579 entitled: "By-law 2579 re-adopting the code of ethics and good conduct for the elected municipal officers of the City of Côte Saint-Luc."

CARRIED UNANIMOUSLY

QUESTION PERIOD

The question period started at 8:08 p.m. and finished at 8:27 p.m. Four (4) people asked to speak, and they were heard.

1) Steve Rudick

The resident inquired about the forthcoming fireplace ban and whether the City would provide financial assistance for fireplace conversion, to which Mayor Brownstein clarified that the upcoming by-law would not prohibit propane fireplaces but would indeed ban wooden fireplaces. Currently, there is no specific program in place, but the City is open to considering options for providing financial support for fireplace conversion.

2) Glen Nashen (Former City Councillor)

The resident expressed congratulations to the City officials for installing the pickleball field, then inquired about the rationale behind the surcharge associated with the pickleball field, to which Councillor Berku responded that the City's budget is currently in deficit, and the pickleball field, being a pilot project, presents an opportunity to address this financial challenge. She then detailed the various rates that will be the surcharges on top of the fun card.

The resident then asked why the Council opted to impose charges specifically for the pickleball field and inquired if the City would contemplate a universal increase in activity fees to generate the required income, to which Councillor Berku responded that there would indeed be an overall increase in activity fees throughout the City. Additionally, Councillor Kujasvky mentioned that, in addition to the increased fees associated with the fun card, rates for non-residents would also see an increase. Councillor Erdelyi further explained that, given that pickleball is a new program, it is more feasible to adjust its pricing compared to raising fees for well-established, long existing programs.

3) Sarah Berros

The resident inquired about the recurring power failures and requested statistics on power outages in the City. Mayor Brownstein responded by pointing out that with the increasing number of residences, Hydro-Quebec needs to enhance its grids. Councillor Erdelyi added that the substation, dating back to 1955, and the high-tension lines require repair or replacement. These upgrades are planned in the coming years, with the City aiming to minimize the impact on residents during the process.

4) Gilbert Brisset

The resident raised a question about the surcharge for pickleball activities, expressing concern that the activity primarily caters to older residents with fixed incomes, to which Councillor Berku mentioned that this particular issue had been addressed in a previous question.

REMARKS BY THE MAYOR

Mayor Brownstein extended wishes for a Happy Hanukkah to those who celebrated and thanked Rabbi Raskin for participating in the Hanukkah lighting. He also thanked Saint-Richard's Parish for their involvement in the Christmas tree lighting. Additionally, the Mayor expressed appreciation to Ambassador Deborah Lipstadt for their meeting on combating antisemitism, acknowledging the collaboration of various levels of government in discussions aimed at enhancing safety.

COUNCILLOR COHEN LEFT AND REENTERED THE MEETING

231202

**CONFIRMATION OF THE MINUTES OF THE REGULAR MEETING OF COUNCIL
DATED NOVEMBER 13, 2023, AT 8:00 P.M.**

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

“THAT the Minutes of the Regular Meeting of Council dated November 13, 2023, at 8:00 p.m. be and are hereby approved as submitted.”
CARRIED UNANIMOUSLY

231203

**MONTHLY DEPARTMENTAL REPORTS AND COUNCIL REPORTING FOR
NOVEMBER 2023**

It was

MOVED BY COUNCILLOR ANDEE SHUSTER
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

“THAT the monthly departmental reports submitted for November 2023 be and are hereby approved as submitted.”
CARRIED UNANIMOUSLY

COUNCILLOR AZERAD LEFT AND REENTERED THE MEETING.

231204

**RESOLUTION TO APPROVE THE DISBURSEMENTS FOR THE PERIOD OF
NOVEMBER 1, 2023 TO NOVEMBER 30, 2023**

It was

MOVED BY COUNCILLOR STEVEN ERDELYI
SECONDED BY COUNCILLOR DIDA BERKU

AND RESOLVED:

“THAT the Côte Saint-Luc City Council approves the list of disbursements for the period of November 1, 2023 to November 30, 2023 for a total amount of \$4,511,489.81 in Canadian Funds;

THAT Treasurer’s certificate No. 23-0139 dated December 4, 2023, has been issued by the City Treasurer attesting to the availability of funds to cover the above-described expenses.”
CARRIED UNANIMOUSLY

231205

NOTICE OF MOTION – BY-LAW 2518-2 TO BE ENTITLED: “BY-LAW AMENDING BY-LAW 2518 AND BY-LAW 2518-1 CONCERNING SETTING THE RATE FOR TRANSFER DUTIES APPLICABLE TO TRANSFERS FOR WHICH THE BASIS OF IMPOSITION EXCEEDS \$800,000”

Councillor Erdelyi gave notice of motion that By-Law 2518-2 to be entitled: “By-Law amending By-Law 2518 and By-Law 2518-1 concerning setting the rate for Transfer Duties applicable to Transfers for which the basis of imposition exceeds \$800,000” will be presented at a subsequent meeting for adoption.

231206

TABLING OF DRAFT BY-LAW 2518-2 TO BE ENTITLED: “BY-LAW AMENDING BY-LAW 2518 AND BY-LAW 2518-1 CONCERNING SETTING THE RATE FOR TRANSFER DUTIES APPLICABLE TO TRANSFERS FOR WHICH THE BASIS OF IMPOSITION EXCEEDS \$800,000”

Councillor Erdelyi tabled draft By-Law 2518-2 to be entitled: “By-Law amending By-Law 2518 and By-Law 2518-1 concerning setting the rate for Transfer duties applicable to Transfers for which the basis of imposition exceeds \$800,000”.

231207

ADOPTION OF THE CÔTE SAINT-LUC 2022 ASSESSMENT OF MEASURES AND 2023 ACTION PLAN FOR THE DISABLED COMMUNITY

WHEREAS the provincial government, through the *Act to secure handicapped persons in the exercise of their rights with a view to achieving social, school and workplace integration* (C.Q.L.R., chapter E-20.1), requires municipalities with greater than 15,000 residents to adopt an action plan for the disabled, outlining the steps that are to be taken to ensure the complete integration of residents, visitors and employees with physical and/or mental disabilities;

WHEREAS the City of Côte-Saint-Luc (“City”) puts great emphasis on ensuring the accessibility of City services to its residents, visitors and employees;

It was

MOVED BY COUNCILLOR ANDEE SHUSTER
SECONDED BY COUNCILLOR MITCH KUJAVSKY

AND RESOLVED:

“THAT the Côte Saint-Luc City Council (“Council”) hereby adopts the Côte Saint-Luc 2022 Assessment of Measures and 2023 Action Plan for the Disabled Community (“Plan”) said Plan, dated December 11, 2023, and annexed herewith as Annex A;

THAT Council hereby requests that said Plan be made available to any resident, visitor or employee who wishes to consult said Plan or obtain a copy thereof;

THAT Council hereby requests that, in addition, a copy of said Plan be deposited for consultation in the City’s archives and at the Eleanor London Côte Saint-Luc Public Library.”

CARRIED UNANIMOUSLY

231208

RESOLUTION TO SUPPORT A PROJECT WITHIN THE FRAMEWORK OF THE FINANCIAL ASSISTANCE PROGRAM FOR RECREATIONAL, SPORTS AND OUTDOOR INFRASTRUCTURES

WHEREAS the City of Côte Saint-Luc (“City”) has received a grant request for one of our local and wishes to support it;

It was

MOVED BY COUNCILLOR SIDNEY BENIZRI
SECONDED BY COUNCILLOR ANDEE SHUSTER

AND RESOLVED:

“THAT the Côte Saint Luc City Council (“Council”) hereby supports the Hebrew Academy's project for a community gymnasium so that it can financial assistance from the *Ministère de l'Éducation* under the under the *Programme d'aide financière aux infrastructures récréatives, sportives et de plein air*;

THAT Council undertakes to enter into a service agreement with Académie Hébraïque for a community gymnasium to be accessible to the entire population.”
CARRIED UNANIMOUSLY

231209

HUMAN RESOURCES – PARKS AND RECREATION – HIRING OF WHITE COLLAR AUXILIARY EMPLOYEES

It was

MOVED BY COUNCILLOR ANDEE SHUSTER
SECONDED BY COUNCILLOR SIDNEY BENIZRI

AND RESOLVED:

“THAT the Côte Saint-Luc City Council approves the hiring of the White Collar auxiliary employees whose names are listed on the document titled “Auxiliary Employees – White Collars – Hiring”, dated December 1, 2023, hereto as annex B, and that said employees’ terms of employment will be as per the conditions of the collective agreement;

THAT Treasurer’s certificate No. 23- 0137, dated December 4, 2023, has been issued by the City Treasurer, attesting to the availability of funds to cover the above-described expenses.”
CARRIED UNANIMOUSLY

231210

RESOLUTION TO RECEIVE THE STATEMENT OF PECUNIARY INTERESTS OF MAYOR MITCHELL BROWNSTEIN

The following member of council deposited their statement of pecuniary interests at tonight’s council meeting: Mayor Mitchell Brownstein;

WHEREAS, in accordance with the stipulations of an *Act respecting Elections and Referendums in Municipalities*, each Member of a Municipal Council must make a written financial declaration of his interests, within sixty (60) days of his election or the anniversary thereof;

It was

MOVED BY COUNCILLOR MIKE COHEN
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

“THAT the Côte Saint-Luc City Council officially declares that such statement of pecuniary interests has been received from Mayor Mitchell Brownstein and instructs the City Clerk to deposit same in the Archives of the City as well as to send the official list of those who filed their declaration to the Minister of Municipal Affairs and Habitation¹.”

CARRIED UNANIMOUSLY

231211

**RESOLUTION TO RECEIVE THE STATEMENT OF PECUNIARY INTERESTS OF
COUNCILLOR LIOR AZERAD**

The following member of council deposited their statement of pecuniary interests at tonight’s council meeting: Councillor Lior Azerad;

WHEREAS, in accordance with the stipulations of an *Act respecting Elections and Referendums in Municipalities*, each Member of a Municipal Council must make a written financial declaration of his interests, within sixty (60) days of his election or the anniversary thereof;

It was

MOVED BY COUNCILLOR MIKE COHEN
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

“THAT the Côte Saint-Luc City Council officially declares that such statement of pecuniary interests has been received from Councillor Lior Azerad and instructs the City Clerk to deposit same in the Archives of the City as well as to send the official list of those who filed their declaration to the Minister of Municipal Affairs and Habitation².”

CARRIED UNANIMOUSLY

231212

**RESOLUTION TO RECEIVE THE STATEMENT OF PECUNIARY INTERESTS OF
COUNCILLOR OREN SEBAG**

The following member of council deposited their statement of pecuniary interests at tonight’s council meeting: Councillor Oren Sebag;

WHEREAS, in accordance with the stipulations of an *Act respecting Elections and Referendums in Municipalities*, each Member of a Municipal Council must make a written financial declaration of his interests, within sixty (60) days of his election or the anniversary thereof;

It was

MOVED BY COUNCILLOR MIKE COHEN
SECONDED BY COUNCILLOR STEVEN ERDELYI

¹ Once said list is completed

² Idem

AND RESOLVED:

“THAT the Côte Saint-Luc City Council officially declares that such statement of pecuniary interests has been received from Councillor Oren Sebag and instructs the City Clerk to deposit same in the Archives of the City as well as to send the official list of those who filed their declaration to the Minister of Municipal Affairs and Habitation³.”

CARRIED UNANIMOUSLY

231213

**RESOLUTION TO RECEIVE THE STATEMENT OF PECUNIARY INTERESTS OF
COUNCILLOR MITCHELL KUJAVSKY**

The following member of council deposited their statement of pecuniary interests at tonight’s council meeting: Councillor Mitchell Kujavsky;

WHEREAS, in accordance with the stipulations of an *Act respecting Elections and Referendums in Municipalities*, each Member of a Municipal Council must make a written financial declaration of his interests, within sixty (60) days of his election or the anniversary thereof;

It was

MOVED BY COUNCILLOR MIKE COHEN
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

“THAT the Côte Saint-Luc City Council officially declares that such statement of pecuniary interests has been received from Councillor Mitchell Kujavsky and instructs the City Clerk to deposit same in the Archives of the City as well as to send the official list of those who filed their declaration to the Minister of Municipal Affairs and Habitation⁴.”

CARRIED UNANIMOUSLY

231214

**RESOLUTION TO RECEIVE THE STATEMENT OF PECUNIARY INTERESTS OF
COUNCILLOR SIDNEY BENIZRI**

The following member of council deposited their statement of pecuniary interests at tonight’s council meeting: Councillor Sidney Benizri;

WHEREAS, in accordance with the stipulations of an *Act respecting Elections and Referendums in Municipalities*, each Member of a Municipal Council must make a written financial declaration of his interests, within sixty (60) days of his election or the anniversary thereof;

It was

MOVED BY COUNCILLOR MIKE COHEN
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

³ Idem

⁴ Idem

“THAT the Côte Saint-Luc City Council officially declares that such statement of pecuniary interests has been received from Councillor Sidney Benizri and instructs the City Clerk to deposit same in the Archives of the City as well as to send the official list of those who filed their declaration to the Minister of Municipal Affairs and Habitation⁵.”

CARRIED UNANIMOUSLY

231215

**RESOLUTION TO RECEIVE THE STATEMENT OF PECUNIARY INTERESTS OF
COUNCILLOR ANDEE SHUSTER**

The following member of council deposited their statement of pecuniary interests at tonight’s council meeting: Councillor Andee Shuster;

WHEREAS, in accordance with the stipulations of an *Act respecting Elections and Referendums in Municipalities*, each Member of a Municipal Council must make a written financial declaration of her interests, within sixty (60) days of her election or the anniversary thereof;

It was

MOVED BY COUNCILLOR MIKE COHEN
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

“THAT the Côte Saint-Luc City Council officially declares that such statement of pecuniary interests has been received from Councillor Andee Shuster and instructs the City Clerk to deposit same in the Archives of the City as well as to send the official list of those who filed their declaration to the Minister of Municipal Affairs and Habitation⁶.”

CARRIED UNANIMOUSLY

231216

**RESOLUTION TO RECEIVE THE STATEMENT OF PECUNIARY INTERESTS OF
COUNCILLOR DIDA BERKU**

The following member of council deposited their statement of pecuniary interests at tonight’s council meeting: Councillor Dida Berku;

WHEREAS, in accordance with the stipulations of an *Act respecting Elections and Referendums in Municipalities*, each Member of a Municipal Council must make a written financial declaration of her interests, within sixty (60) days of her election or the anniversary thereof;

It was

MOVED BY COUNCILLOR MIKE COHEN
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

“THAT the Côte Saint-Luc City Council officially declares that such statement of pecuniary interests has been received from Councillor Dida Berku and instructs the City Clerk to deposit same in the Archives of the City as well as to send the

⁵ Idem

⁶ Idem

official list of those who filed their declaration to the Minister of Municipal Affairs and Habitation⁷.”

CARRIED UNANIMOUSLY

231217

NOTICE OF MOTION – DRAFT BY-LAW NO 2617 TO BE ENTITLED “BY-LAW NO. 2617 CONCERNING TARIFFS FOR THE CITY OF CÔTE SAINT-LUC FOR THE FISCAL YEAR OF 2024”

Councillor Berku gave notice of motion that the draft by-law No. 2617 to be entitled: “By-law 2617 concerning tariffs for the City of Côte Saint-Luc for the fiscal year of 2024” will be presented at a later meeting for adoption.

Councillor Berku mentioned the object and scope of draft by-law No. 2617 to be entitled: “By-law 2617 concerning tariffs for the City of Côte Saint-Luc for the fiscal year of 2024”.

231218

TABLING OF DRAFT BY-LAW NO 2617 TO BE ENTITLED “BY-LAW NO 2617 CONCERNING TARIFFS FOR THE CITY OF CÔTE SAINT-LUC FOR THE FISCAL YEAR OF 2024”

Councillor Berku tabled draft by-law no 2617 to be entitled: “By-law 2617 concerning tariffs for the City of Côte Saint-Luc for the fiscal year of 2024”.

231219

RECREATION – AWARDING OF A CONTRACT FOR THE PURCHASE OF CHEMICAL PRODUCTS FOR THE CITY’S POOLS (K-04-24)

WHEREAS the City of Côte Saint-Luc (“City”) wishes to award a contract for the supply of chemical products used to increase the clarity of the water in the City’s pools;

WHEREAS as per Article 12.1 of the City’s By-Law 2497 entitled: “By-Law Concerning Contract Management”, the City is permitted to award a contract by mutual agreement for an amount between \$25,000 and the threshold for public tenders, if it is in the best interest of the City (criteria (c) and (d));

It was

MOVED BY COUNCILLOR ANDEE SHUSTER
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

“THAT the Côte Saint-Luc City Council (“Council”) hereby awards a one (1) year contract for the supply of chemical products to Aldest Inc., for the period January 1, 2024 to December 31, 2024, for an estimated amount of \$54,997.50, plus applicable taxes;

THAT a Treasurer’s Certificate will be issued in January 2024 by the City Treasurer to attest to the availability of funds to cover the above-described expenses.”

CARRIED UNANIMOUSLY

⁷ Idem

231220

NOTICE OF MOTION – BY-LAW 2619 TO BE ENTITLED: “BY-LAW 2619 CREATING THE FEE SCHEDULE FOR CULTURE, SPORTS AND LEISURE ACTIVITES FOR THE SPRING AND SUMMER OF 2024

Councillor Shuster gave notice of motion that By-Law 2619 to be entitled: “By-Law 2619 creating the fee schedule for culture, sports and leisure activities for the spring and summer of 2024” will be presented at a later meeting for adoption.

Councillor Shuster mentioned the object and the scope of the By-Law 2619 to be entitled: “By-Law 2619 creating the fee schedule for culture, sports and leisure activities for the spring and summer of 2024”.

231221

TABLING OF DRAFT BY-LAW 2619 ENTITLED: “BY-LAW 2619 CREATING THE FEE SCHEDULE FOR CULTURE, SPORTS AND LEISURE ACTIVITES FOR THE SPRING AND SUMMER OF 2024”

Councillor Shuster tabled draft By-Law 2619 entitled: “By-Law 2619 creating the fee schedule for culture, sports and leisure activities for the spring and summer of 2024”.

231222

PARKS AND RECREATION – APPROVAL OF PURCHASE OF THREE (3) PIECES OF EQUIPMENT FOR THE AQUATIC AND COMMUNITY CENTER (K-124-23)

WHEREAS the City of Côte Saint-Luc (“City”) wishes to purchase three (3) pieces of equipment for the Aquatic and Community Center;

WHEREAS the source of financing for these purchases is the City’s Working Fund and, therefore, Council must give its approval;

It was

MOVED BY COUNCILLOR ANDEE SHUSTER
SECONDED BY COUNCILLOR MITCH KUJAVSKY

AND RESOLVED:

“THAT the Côte Saint-Luc City Council (“Council”) hereby approves the purchase of one (1) new floor sanding machine for a total amount of \$5,735.00, plus applicable taxes from Servicorp Inc.;

THAT the Council hereby approves the purchase of two (2) new floor cleaning machines for a total amount of \$6,640.50, plus applicable taxes from Groupe Sani Marc;

THAT the above-described expenses shall be financed in whole from the City’s Working Fund as a non-interest-bearing loan;

THAT the City shall provide, every year, out of its general fund, a sum sufficient to repay the loan back into the Working Fund;

THAT the terms of repayment shall not exceed five (5) years;

THAT Treasurer’s Certificate No. 23-0141 dated December 5, 2023, has been issued by the City Treasurer attesting to the availability of funds to cover the above-described expenses for the purchase from Servicorp Inc.;

THAT Treasurer's Certificate No. 23-0140 dated December 5, 2023, has been issued by the City Treasurer attesting to the availability of funds to cover the above-described expenses for the purchase from Groupe Sani Marc."
CARRIED UNANIMOUSLY

231223

BY-LAW 2398-6 ENTITLED: "BY-LAW 2398-6 AMENDING BY-LAW 2398 TO REGULATE PARKING AND PUBLIC SAFETY" – ADOPTION

It was

MOVED BY COUNCILLOR STEVEN ERDELYI
SECONDED BY COUNCILLOR MITCH KUJAVSKY

AND RESOLVED:

"THAT the Côte Saint-Luc City Council hereby adopts By-law 2398-6 to be entitled: "By-law 2398-6 amending by-law 2398 to regulate parking and public safety."
CARRIED UNANIMOUSLY

231224

PUBLIC WORKS – AWARDING OF A CONTRACT FOR JANITORIAL SERVICES FOR THE 2024 YEAR (K-05-24)

WHEREAS on August 11, 2014, the City of Côte Saint-Luc ("City") awarded the tendered contract No. C-18-14 for janitorial services to Les services adaptés Transit, the lowest conforming bidder, for the period September 1, 2014 – December 31, 2016;

WHEREAS December 12, 2016, the City exercised the two (2) option years of the aforementioned contract until December 31, 2018;

WHEREAS on December 18, 2015, Les services adaptés Transit changed its name to Axia Services ("Axia");

WHEREAS Axia is a non-profit agency that hires people with disabilities and, as such, according to section 573.3, subparagraph 2.3° (k) of the Cities and Towns Act, the City may award Axia a contract for janitorial services without a call for tenders if the expenditure does not exceed \$365,700.00;

WHEREAS the City awarded contracts by mutual agreement for janitorial services to Axia, for the 2019, 2020, 2021, 2022 & 2023 years, based on the same terms and conditions as those of the tender C-18-14, subject to annual indexation;

WHEREAS the City wishes to award an additional contract by mutual agreement for janitorial services to Axia for the 2024 year for an amount not to exceed \$297,892.07, plus applicable taxes;

It was

MOVED BY COUNCILLOR SIDNEY BENIZRI
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

"THAT the Côte Saint-Luc City Council hereby awards a one (1) year contract for janitorial services to Axia, for the period January 1, 2024 - December 31, 2024,

for an amount not to exceed \$297,892.07, plus applicable taxes, based on the same terms and conditions as those of the tender C-18-14;

THAT a Treasurer's Certificate will be issued in January 2024 to attest to the availability of funds to cover the above-described expenses;

THAT the City's General Counsel be hereby authorized to sign a Letter of Agreement between the parties stating the terms and conditions of the contract."
CARRIED UNANIMOUSLY

231225

PUBLIC WORKS – AWARDING OF A CONTRACT FOR MAINTENANCE AND MANAGEMENT SERVICES FOR RECYCLING AND WASTE BINS (C-03-24)

WHEREAS the City of Côte Saint-Luc launched a public tender under No. C-03-24 for the maintenance and management services for recycling and waste bins for the 2024 year, and received one (1) conforming bid from USD Global Inc.;

It was

MOVED BY COUNCILLOR STEVEN ERDELYI
SECONDED BY COUNCILLOR SIDNEY BENIZRI

AND RESOLVED:

“THAT the Côte Saint-Luc City Council hereby awards a contract for the maintenance and management services for recycling and waste bins for the period January 1, 2024 – December 31, 2024, in accordance with the terms of tender No. C-03-24 to USD Global Inc. for a total amount of \$92,650.75, plus applicable taxes;

THAT a Treasurer's Certificate will be issued in January 2024 by the City Treasurer to attest to the availability of funds to cover the above-described expenses.”

CARRIED UNANIMOUSLY

231226

PUBLIC WORKS – AWARDING OF A CONTRACT FOR THE PURCHASE OF BITUMINOUS PRODUCTS (C-02-24)

WHEREAS the City of Côte Saint-Luc launched a public call for tenders under tender No. C-02-24, seeking the purchase of bituminous products for the period between January 1, 2024 – November 30, 2024;

WHEREAS the City received one (1) bid from Construction DJL Inc. that was found conforming;

It was

MOVED BY COUNCILLOR SIDNEY BENIZRI
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

“THAT the the City of Côte Saint-Luc Council hereby awards a contract for the purchase of bituminous products to Construction DJL Inc. for an estimated amount of \$50,960.00, plus applicable taxes, for the period between January 1, 2024 to November 30, 2024;

THAT a Treasurer's Certificate will be issued by the City's Treasurer in January 2024 to attest to the availability of funds to cover the above-described expenses."

CARRIED UNANIMOUSLY

231227

PUBLIC WORKS – AWARDING OF A CONTRACT FOR THE PURCHASE OF A NEW COMPRESSOR FOR THE ARENA REFRIGERATION SYSTEM (K-120- 23)

WHEREAS the City of Côte Saint-Luc ("City") wishes to award a contract for the purchase of a new compressor for the Arena refrigeration system;

WHEREAS the City searched for suppliers offering this type of product and received three (3) quotes;

WHEREAS the most advantageous offer was received from Ingénierie Carmichael Ltée;

WHEREAS in accordance with Article 12.1 of the City's By-Law 2497 entitled: "By-Law Concerning Contract Management", the City is authorized to award a contract by mutual agreement for an amount between \$25,000 and the public tender threshold, if it is in the best interest of the City (criterion (d));

WHEREAS the source of financing for this purchase is the City's Working Fund and, therefore, Council must give its approval;

It was

MOVED BY COUNCILLOR ANDEE SHUSTER
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

"THAT the Côte Saint-Luc City Council ("Council") hereby approves: the purchase of a new compressor for a total amount of \$19,267.84, plus applicable taxes, from Ingénierie Carmichael Ltée;

THAT the above-described expenses shall be financed in whole from the City's Working Fund as a non-interest-bearing loan;

THAT the City shall provide, every year, out of its general fund, a sum sufficient to repay the loan back into the Working Fund;

THAT the terms of repayment shall not exceed five (5) years;

THAT Treasurer's Certificate No. 23-0143 dated December 6, 2023, has been issued by the City Treasurer attesting to the availability of funds to cover the above-described expenses."

CARRIED UNANIMOUSLY

231228

URBAN PUBLIC WORKS – AWARDING OF A CONTRACT FOR REPLACEMENT OF THE ELECTRICAL MANHOLE AT THE INTERSECTION OF CAVENDISH AND CÔTE SAINT-LUC (K-125-23)

WHEREAS the City of Côte Saint-Luc ("City") wishes to award a contract for the replacement of the electrical manhole at the intersection of Cavendish and Côte Saint-Luc;

WHEREAS the source of financing for this purchase is the City's Working Fund and, therefore, Council must give its approval;

It was

MOVED BY COUNCILLOR DIDA BERKU
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

“THAT Côte Saint-Luc City Council (“Council”) hereby approves: the replacement of the electrical manhole at the intersection of Cavendish and Côte Saint-Luc for a total amount of \$13,451.55, plus applicable taxes, from Transelec Common Inc.;

THAT the above-described expenses shall be financed in whole from the City's Working Fund as a non-interest-bearing loan;

THAT the City shall provide, every year, out of its general fund, a sum sufficient to repay the loan back into the Working Fund;

THAT the terms of repayment shall not exceed five (5) years;

THAT Treasurer's Certificate No. 23-0142 dated December 6, 2023, has been issued by the City Treasurer attesting to the availability of funds to cover the above-described expenses.”

CARRIED UNANIMOUSLY

231229

NOTICE OF MOTION – BY-LAW 2599 TO BE ENTITLED: “BY-LAW 2599 READOPTING BY-LAW NO. 2497 CONCERNING CONTRACT MANAGEMENT”

Councillor Berku gave notice of motion that By-Law 2599 to be entitled: “By-Law 2599 readopting By-Law No. 2497 concerning contract management” will be presented at a later meeting for adoption.

Councillor Berku mentioned the object and the scope of the By-Law 2599 to be entitled: “By-Law 2599 readopting By-Law No. 2497 concerning contract management”.

231230

TABLING OF DRAFT BY-LAW 2599 TO BE ENTITLED: “BY-LAW 2599 READOPTING BY-LAW NO. 2497 CONCERNING CONTRACT MANAGEMENT”

Councillor Berku tabled draft By-Law 2599 to be entitled: “By-Law 2599 readopting By-Law No. 2497 concerning contract management”.

231231

APPROVAL OF A PROGRAM ENTITLED: « GUIDE RELATIF AUX MODALITÉS DE VERSEMENT DE LA CONTRIBUTION GOUVERNEMENTALE DANS LE CADRE DU PROGRAMME DE LA TAXE SUR L'ESSENCE ET DE LA CONTRIBUTION DU QUÉBEC (TECQ) POUR LES ANNÉES 2019 À 2024 »

WHEREAS the City of Côte Saint-Luc (“City”) has read the document entitled “Guide relatif aux modalités de versement de la contribution gouvernementale dans le cadre du Programme de la Taxe sur l'Essence et de la Contribution du Québec (TECQ) pour les années 2019 à 2024” (“Guide”);

WHEREAS the Town must comply with the terms and conditions of this Guide that apply to it in order to receive the government contribution confirmed to it in a letter from the Minister of Municipal Affairs and Housing;

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

“THAT Côte Saint-Luc City Council (“Council”) hereby approves: the replacement of the electrical manhole at the intersection of Cavendish and Côte Saint-Luc for a total amount of \$13,451.55, plus applicable taxes, from Transelec Common Inc.;

THAT the above-described expenses shall be financed in whole from the City’s Working Fund as a non-interest-bearing loan;

THAT the City shall provide, every year, out of its general fund, a sum sufficient to repay the loan back into the Working Fund;

THAT the terms of repayment shall not exceed five (5) years;

THAT Treasurer’s Certificate No. 23-0142 dated December 6, 2023, has been issued by the City Treasurer attesting to the availability of funds to cover the above-described expenses.”

CARRIED UNANIMOUSLY

231232

URBAN DEVELOPMENT – APPROVAL AND RATIFICATION OF CHANGE ORDERS FOR THE REHABILITATION OF WATER PIPES CONTRACT (C-17-22-2C)

WHEREAS the City of Côte Saint-Luc (“City”) issued a public call for tenders for contractor services for the rehabilitation of water pipes under tender No. C-17-22-2C and awarded the contract to Foraction Inc., the lowest conforming bidder;

WHEREAS a list of change orders totaling an amount of \$102,899.63, plus applicable taxes, for unforeseen elements of the project was approved by council at the IC meeting on October 23rd, 2023, to complete the work;

WHEREAS a credit in the amount of \$113,942.63 was received from the supplier for items removed from the project;

WHEREAS therefore a final credit in the amount of \$11,043.00 was granted;

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

“THAT Côte Saint-Luc City Council hereby approves and ratifies the change orders for additional work required under project C-17-22-2C for the rehabilitation of water pipes in the amount of \$102,899.63, the credit in the amount of \$113,942.63 for items removed from the contract, as well as the final credit in the amount of \$11,043.00 received from Foraction Inc.”

CARRIED UNANIMOUSLY

231233

URBAN DEVELOPMENT – RATIFICATION OF CHANGE ORDERS FOR CONTRACTUAL SERVICES FOR THE REHABILITATION OF SEWER PIPES (C-17-22-1C)

WHEREAS the City of Côte Saint-Luc (“City”) issued a public call for tenders for contractor services for the rehabilitation of sewer pipes under tender No C-17-22-1C and awarded the contract to Insituform Technologies Ltd, the sole bidder;

WHEREAS a list of change orders totaling an amount of \$345,778.98, plus applicable taxes, for unforeseen elements of the project was approved by council at the IC meeting on October 23rd, 2023 to complete the work;

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

“THAT Côte Saint-Luc City Council hereby approves and ratifies the change orders for additional work under project C-17-22-1C for contractor services for the rehabilitation of sewer pipes in the amount of \$345,778.98, plus applicable taxes, to Insituform Technologies Ltd;

THAT Treasurer’s Certificate No. 22-0142 dated October 31, 2022, and Treasurer’s Certificate No. 23-0138 dated December 4, 2023, has been issued by the City Treasurer attesting to the availability of funds to cover the above-described expenses.”

CARRIED UNANIMOUSLY

231234

BY-LAW 2217-62 ENTITLED: “BY-LAW 2217-62 AMENDING ZONING BY-LAW 2217 OF THE CITY OF CÔTE SAINT-LUC IN ORDER TO ADJUST NORMS PERTAINING TO EXTERIOR SIDING MATERIALS, MECHANICAL EQUIPMENT, LANDSCAPING, GROUND COVER, AND OTHER PROVISIONS” – ADOPTION

WHEREAS the second draft by-law No. 2217-NNN-P2 was adopted by the Côte Saint-Luc City Council (“Council”) on October 16, 2023;

WHEREAS after public notice was given, no valid request was received for the by-law to be submitted for the approval by way of referendum of the qualified voters in the concerned zone or any contiguous zones;

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

“THAT in conformity with the *Act respecting Land Use and Development* (C.Q.L.R., Chapter A-19.1) the Côte Saint-Luc City Council hereby adopts the By-Law No. 2217-62 entitled: “By-Law to amend the Zoning By-Law No. 2217 of the City of Côte Saint-Luc in order to adjust norms pertaining to exterior siding materials, mechanical equipment, landscaping, ground cover, and other provisions”.”

CARRIED UNANIMOUSLY

231235

BY-LAW 2616 ENTITLED: "BY-LAW ON CONDITIONAL USES" – ADOPTION

WHEREAS the second draft by-law No. 2616 was adopted by the Côte Saint-Luc City Council on October 16, 2023;

WHEREAS after public notice was given, no valid request was received for the by-law to be submitted for the approval by way of referendum of the qualified voters in the concerned zone or any contiguous zones;

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

"THAT in conformity with the *Act respecting Land Use and Development* (C.Q.L.R., Chapter A-19.1) the Côte Saint-Luc City Council hereby adopts the by-law No. 2616 entitled: "By-law on conditional uses."

CARRIED UNANIMOUSLY

231236

BY-LAW 2397-01 ENTITLED: "BY-LAW 2397-1 AMENDING BY-LAW 2397 REGARDING THE POTABLE WATER BY-LAW OF THE CITY OF CÔTE SAINT-LUC IN ORDER TO REDUCE WATER CONSUMPTION" – ADOPTION

WHEREAS a notice of motion was given at a Regular Meeting of Council held on November 13, 2023;

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

"THAT the Côte Saint-Luc City Council hereby adopts By-Law No. 2397-01 entitled: "By-law to amend the potable water use by-law of the City of Côte Saint-Luc No. 2397 in order to reduce water consumption."

CARRIED UNANIMOUSLY

231237

URBAN PLANNING – SITE PLANNING AND ARCHITECTURAL INTEGRATION PROGRAMS (SPAIP) – 5501-5505 CAVENDISH – CITY OF CÔTE SAINT-LUC

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR DIDA BERKU

AND RESOLVED:

"THAT the Site Planning and Architectural Integration Program showing a modification to the structure above the underground garage entrance on the existing Mixed Dwelling on lot 1 561 094 at 5501-5505 Cavendish and prepared by Massimo Vatisas Engineer for the Planning Advisory Committee meeting of November 7,

2023, be approved according to the provisions of Chapter 14 of by-law 2217, of the City of Côte Saint-Luc.”

CARRIED UNANIMOUSLY

231238

**URBAN PLANNING – SITE PLANNING AND ARCHITECTURAL INTEGRATION
PROGRAMS (SPAIP) – 8037 KILDARE – CITY OF CÔTE SAINT-LUC**

It was

MOVED BY COUNCILLOR LIOR AZERAD
SECONDED BY COUNCILLOR SIDNEY BENIZRI

AND RESOLVED:

“THAT the Site Planning and Architectural Integration Program showing modifications to the design of a new 2-storey Detached Single-Family Dwelling on lot 1 052 571 at 8037 Kildare, previously approved on October 13, 2022, and prepared by Missyl Design for the Planning Advisory Committee meeting of November 7, 2023, be approved according to the provisions of Chapter 14 of by-law 2217, of the City of Côte Saint-Luc.”

CARRIED BY THE MAJORITY OF THE VOTES WITH COUNCILLOR KUJAVSKY
DISSENTING

231239

**URBAN PLANNING – SITE PLANNING AND ARCHITECTURAL INTEGRATION
PROGRAMS (SPAIP) – 5581 BORDEN – CITY OF CÔTE SAINT-LUC**

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR SIDNEY BENIZRI

AND RESOLVED:

“THAT the Site Planning and Architectural Integration Program showing the construction of a rear extension and second storey addition on the existing Detached Single-Family Dwelling on lot 1 560 638 at 5581 Borden and prepared by Valerie Buzaglo Architect for the Planning Advisory Committee meeting of November 7, 2023, be approved according to the provisions of Chapter 14 of by-law 2217, of the City of Côte Saint-Luc.”

CARRIED UNANIMOUSLY

231240

**URBAN PLANNING – MINOR EXEMPTION – 5581 BORDEN – CITY OF CÔTE
SAINT-LUC**

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR STEVEN ERDELYI

AND RESOLVED:

“THAT in accordance with the provisions of by-law G18-0005, the request for a Minor Exemption regarding the property located at 5581 Borden, lot 1 560 638, be and is hereby approved, the whole as more amply delineated hereunder:

The request is to allow the existing Detached Single-Family Dwelling, built in 1953 under permit number 1953-00021, to maintain its current West Lateral Setback at a minimum of 1.81m instead of the minimum required Lateral Setback of 1.98m, and to allow the construction of a rear extension and second storey addition to be built along the existing West Lateral Setback at a minimum of 1.81m instead of the minimum required Lateral Setback of 1.98m;

The whole notwithstanding the provisions of Zoning By-law No. 2217 Annex "B" (zone RU-2), Article 4-4-2 and 4-4-3."

CARRIED UNANIMOUSLY

231241

URBAN PLANNING – MINOR EXEMPTION – 5867 KELLERT – CITY OF CÔTE SAINT-LUC

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

"THAT in accordance with the provisions of by-law G18-0005, the request for a Minor Exemption regarding the property located at 5867 Kellert, lot 4 670 161, be and is hereby approved, the whole as more amply delineated hereunder: The request is to allow:

- The construction a patio located in the rear yard and at a distance of 0 feet from the lateral land lines instead of at a distance of a minimum of 3 feet from the lateral land lines, and with a total area that exceeds 50% of the area of the rear yard; and
- A second patio, with an approximate area of 300sq.ft., located partially in the lateral yard and partially in the front yard, instead of only one patio permitted in the rear yard;

The whole notwithstanding the provisions of Zoning By-law No. 2217 Annex "B" (zone RU-67), Article 4-4-1, 4-4-5 c) and Article 4-4-6."

CARRIED UNANIMOUSLY

231242

URBAN PLANNING – MINOR EXEMPTION – 5705 WESTMINSTER – CITY OF CÔTE SAINT-LUC

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

"THAT in accordance with the provisions of by-law G18-0005, the request for a Minor Exemption regarding the property located at 5705 Westminster, lot 1 052 993, be and is hereby approved, the whole as more amply delineated hereunder:

This request is to allow the construction of an additional residential unit (studio) in the basement of the existing Multifamily Dwelling and to provide a minimum of 8 interior parking spaces for tenants and 2 outdoor parking spaces for

visitors instead of providing the minimum required number of 25 interior parking spaces for tenants and 10 outdoor parking spaces for visitors.

The whole notwithstanding the provisions of Zoning By-law No. 2217 Article 4-8 c) and Article 7-2-5.

CARRIED BY THE MAJORITY OF THE VOTES WITH COUNCILLOR BERKU DISSENTING

231243

URBAN PLANNING – MINOR EXEMPTION – 5707 WESTMINSTER – CITY OF CÔTE SAINT-LUC

It was

MOVED BY COUNCILLOR MITCH KUJAVSKY
SECONDED BY COUNCILLOR LIOR AZERAD

AND RESOLVED:

“THAT in accordance with the provisions of by-law G18-0005, the request for a Minor Exemption regarding the property located at 5707 Westminster, lot 1 052 865, be and is hereby approved, the whole as more amply delineated hereunder:

This request is to allow the construction of an additional residential unit (studio) in the basement of the existing Multifamily Dwelling and to provide a minimum of 8 interior parking spaces for tenants, 2 outdoor parking spaces for tenants, and 2 outdoor parking spaces for visitors instead of the minimum required number of 25 interior parking spaces for tenants and 10 outdoor parking spaces for visitors.

The whole notwithstanding the provisions of Zoning By-law No. 2217 Article 4-8 c) and Article 7-2-5.”

CARRIED BY THE MAJORITY OF THE VOTES WITH COUNCILLOR BERKU DISSENTING

231244

RESOLUTION TO ESTABLISH THE STANCE OF THE CITY OF CÔTE SAINT-LUC COUNCIL ON ISSUES TO BE PRESENTED AT THE MONTREAL URBAN AGGLOMERATION COUNCIL MEETING

WHEREAS according to section 4 of *An Act respecting the exercise of certain municipal powers in certain urban agglomerations* (CQLR, c. E-20.001) (hereinafter “the Act”), the urban agglomeration of Montreal is made up *inter alia*, of the City of Côte Saint-Luc since January 1, 2006;

WHEREAS according to section 58 of the Act, every central municipality has an urban agglomeration council, the nature, composition and operating rules of which are set out in an order in council and that this agglomeration council constitutes a deliberative body of the municipality;

WHEREAS under section 59 of the Act, every municipality must be represented on the urban agglomeration council;

WHEREAS according to section 61 of the Act, at a meeting of the council of a related municipality, the Mayor informs the council of the matters that are to be considered at a future meeting of the urban agglomeration council, sets out the position the Mayor intends to take on any matter referred to at the urban agglomeration council

meeting, discusses that position with the other members present and proposes the adoption of a resolution establishing the council's stance;

WHEREAS agglomeration council meetings may be held in January 2024 for which members of the municipal council shall establish the stance that it wishes to take;

It was

MOVED BY COUNCILLOR LIOR AZERAD
SECONDED BY COUNCILLOR ANDEE SHUSTER

AND RESOLVED:

"THAT Council take the following stance in view of any Agglomeration Council meetings to be held in January 2024 as follows:

- to authorize the Mayor or his duly authorized replacement to make any decisions he deems necessary and in the best interest of the City of Côte Saint-Luc and its residents regarding the items on the agenda of the Agglomeration Council meetings to be held in January 2024 based on the information to be presented during those meetings."

CARRIED UNANIMOUSLY

OTHER BUSINESS

231245

TABLING OF REGISTER PURSUANT TO BY-LAW 2579 ENTITLED: "BY-LAW 2579 RE-ADOPTING THE CODE OF ETHICS AND GOOD CONDUCT FOR THE ELECTED MUNICIPAL OFFICERS OF THE CITY OF CÔTE SAINT-LUC

The Assistant City Clerk tabled a Register entitled: "Public Register – Disclosure Statements - By-law 2579 re-adopting the code of ethics and good conduct for the elected municipal officers of the City of Côte Saint-Luc."

SECOND QUESTION PERIOD

No questions were asked.

231246

APPROVAL OF THE ADJOURNMENT OF THE MEETING

It was

MOVED BY COUNCILLOR ANDEE SHUSTER
SECONDED BY COUNCILLOR MITCH KUJAVSKY

AND RESOLVED:

"THAT the Côte Saint-Luc City Council hereby authorizes the Acting Mayor to declare the Meeting adjourned."

CARRIED UNANIMOUSLY

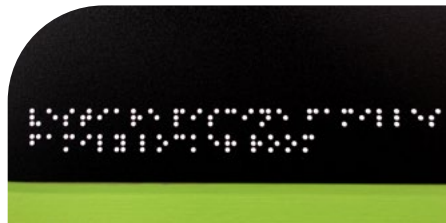
**AT 9:37 P.M. ACTING MAYOR BERKU DECLARED THE MEETING
ADJOURNED.**

MITCHELL BROWNSTEIN
MAYOR

FLORINE AGBOGNIHOUE
ASSISTANT CITY CLERK

LIST OF ANNEXES		
Resolution number	Corresponding Annex	Document
231207	Annex A	Action Plan for the Disabled Community 2022 Annual Review and 2023 Action Plan
231209	Annex B	Auxiliary Employees – White Collars – Hiring (list)

Action Plan for the Disabled Community 2022 Annual Review and 2023 Action Plan



Message from the Mayor.....	3
About the City of Côte Saint-Luc	4
Portrait of the City	4
Introduction	5
Legal Framework	5
Our Mission	5
Working Group	6
Consulting Community Partners	7
Our Buildings and Facilities	8
Our Parks and Playgrounds	10
Annual Review 2022	12
Part 1—Buildings, Facilities, Public Spaces, Infrastructure	12
Part 2—Services, Programs, Communications	14
Part 3—Policies Of Inclusion, Training, And Consultation.....	16
Action Plan 2023	18
Part 1—Buildings, Facilities, Public Spaces, Infrastructure	18
Part 2—Services, Programs, Communications	20
Part 3—Policies Of Inclusion, Training, And Consultation.....	22
Conclusion	24



With the disruption from the COVID-19 pandemic largely behind us, in 2022 the City of Côte Saint-Luc got back on track with its accessibility initiatives. I am proud of this year's *2022 Annual Review and 2023 Action Plan for the Disabled Community*, which reflects our commitment to inclusivity, and outlines all the steps we have taken in the last year to further that end, and all those we intend on taking in the year to come.

We focused a lot on parks this year. Kirwan Park underwent a massive renovation, with new accessible bathrooms and a chalet, an accessible playground, a wide paved path around the entire perimeter, and a new splash pad. Accessible bathrooms and water fountains were added to several parks around the city as well. In the coming year we also have a project planned to make all the bathrooms for our outdoor pool fully accessible.

In addition, this past year, the City of Côte Saint-Luc embarked on large-scale public consultations so we can create a Master Plan that reflects our residents' collective vision for the future of our community. Accessibility was one of the important themes that emerged as a priority, and Universal Design will be one of the guiding principles throughout all aspects of that plan, including public spaces, housing, streetscapes, and mobility options.

The City of Côte Saint-Luc prides itself on its responsiveness to all residents and their needs, regardless of age, ability, gender, ethnic background, religion, or income. Our goal is to ensure that all people have the support and opportunity to fully participate in their community and enjoy all that the city has to offer.

A handwritten signature in black ink that reads "Mitchell Brownstein". The signature is fluid and cursive, written in a professional style.

Mitchell Brownstein
Mayor



Portrait of the City

The City of Côte Saint-Luc is located in the West End of the island of Montreal. The Village of Côte Saint-Luc incorporated in 1903 and became the City of Côte Saint-Luc in 1958, in an era of population boom. Enclaved by the Canadian Pacific Railyards and several train tracks, the City is geographically in three sections: one large central sector, in addition to two smaller areas that border on the City of Montreal Borough of Côte-Des-Neiges-Nôtre-Dame-de-Grace and the Town of Hampstead. The City is very dense in certain areas, with a significant number of multi-family dwellings, in addition to single-family dwellings over a large swathe of its territory.

Côte Saint-Luc has over thirty public parks, and other important facilities including the Eleanor London Côte Saint-Luc Public Library, the Samuel Moskovitch Arena, the Aquatic and Community Centre, an outdoor swimming pool, and numerous chalets. It also has a volunteer-run first-response Emergency Medical Service (EMS), unique in the Agglomeration of Montreal, and Volunteer Citizens on Patrol (vCOP). Along with researchers at the Université de Montréal, the Université de Sherbrooke, and the CIUSSS West-Central Montreal, the City is a partner in the Côte Saint-Luc Living Lab Project, whose aim is to co-develop a support model around smart environments for older adults.

The population of the City of Côte Saint-Luc has been increasing rapidly in recent years, due to development, and this will only increase in the coming years with the redevelopment of the three shopping malls on its territory. According to recent statistics by the MAMH, the population in 2022 was 35,419, up from 32,448 in 2016. Approximately 29% of the population is age 65 or older, and 36% of the population lives alone.

Legal Framework

In 2004, the Quebec National Assembly passed the *Act to Secure Handicapped Persons in the Exercise of Their Rights with a View to Achieving Social, School and Workplace Integration*, the purpose of which was “to secure handicapped persons in the exercise of their rights and... to help them integrate into society to the same extent as other citizens by providing for various measures to apply specifically to handicapped persons and their families, their living environments and the development and organization of resources and services for them” (L.R.Q. c. 31 s. 2). In 2021, The Quebec Government also issued *Décret 655-2021*, which added elements to the law that further take into account the characteristics and needs of disabled people and reduce barriers to their integration.

To comply with the law, municipalities with over 15,000 inhabitants must create an annual action plan which identifies barriers to integration and measures that were and will be taken to increase inclusion, following the *Guide pour l'élaboration du plan d'action annuel à l'égard des personnes handicapées—volet municipalités, 2e édition*. Côte Saint-Luc also assisted in training provided by the Office des personnes handicapées du Québec (OPHQ) in 2022.

'Inclusion' refers to promoting and ensuring the participation of people with disabilities in all aspects of society and providing the necessary support and reasonable accommodation so that they can fully participate and lead meaningful lives in the community. This extends to not only to residents, but anyone visiting or working in Côte Saint-Luc.

As disabilities can affect people of any age, may be visible or not, and can be visual, motor, auditory, cognitive, intellectual or behavioural, the City must implement a wide range of improvements in its physical spaces, services, programs, and policies. The following document outlines the City of Côte Saint-Luc's commitment to better integrate all individuals living with a disability with a tangible action plan. We will work with the community and our partners to accomplish this.

Our Mission

The City of Côte Saint-Luc's mission is to provide a communal environment that is accessible, accommodating and welcoming to those with specialized needs. The mission consists of applying changes to three essential sectors in the community: 1) the built environment; 2) programs, services, and communications; and 3) policies, training, and consultation.

Accessibility in Côte Saint-Luc is about creating a community and providing services that enable anyone to participate fully, without barriers. We aim to adapt and expand in terms of accessibility as well as inclusivity in order to adequately serve the blended population. The departments applying this mandate will improve the quality of life of residents and visitors using the facilities and participating in the offered leisure programming. It is equally the City's hope to create an inclusive environment where differences are celebrated.



Allan J. Levine Accessible Playground in Kirwan Park.

Working Group

The development, implementation, and monitoring of the Action Plan will be led by Tanya Abramovitch, Associate City Manager—Urban Strategy, and Cornelia Ziga, Director of Recreation, who is the Project Coordinator. The Action Plan is developed in collaboration with all City services, residents, and community groups.

Name	Title	Department	Responsibilities related to the Action Plan
Jonathan Shecter	City Manager	General Management	<ul style="list-style-type: none"> • Municipal Administration, By-laws, Resolutions • Access to Information
Tanya Abramovitch	Associate City Manager—Urban Strategy	General Management	<ul style="list-style-type: none"> • Action Plan lead • Public Spaces • Public Consultations • SPVM Liaison • Emergency Coordinator
Nadia Di Furia	Associate City Manager and HR Director	General Management Human Resources	<ul style="list-style-type: none"> • Recruitment • Employee Training • Employment Equity
Cornelia Ziga	Director of Recreation	Recreation	<ul style="list-style-type: none"> • Action Plan Coordinator • Sports & Leisure Programs and Services • Facility operations • Events • Community Services
Janine West	Library Director	Library	<ul style="list-style-type: none"> • Culture and community programs & services
Philip Chateauvert	Director of Public Safety	Public Safety	<ul style="list-style-type: none"> • Emergency Medical Services • Public Security • Dispatch • Volunteer Citizens on Patrol • Emergency Preparedness
Charles Senekal	Director of Urban Development	Urban Development	<ul style="list-style-type: none"> • Infrastructure • Urban Planning • Project Management • Transportation
Darryl Levine	Director of Public Affairs and Communications	Public Affairs and Communications	<ul style="list-style-type: none"> • Communication • Publications • Website • Virtual Meetings
Beatrice Newman	Director of Public Works	Public Works	<ul style="list-style-type: none"> • Building, Park, Road Maintenance • Waste & Environment
Andrea Charon	General Counsel and Director of Purchasing	Purchasing	<ul style="list-style-type: none"> • Contracts • Purchasing • Policies
Pascalie Tanguay	Director of Legal Services and City Clerk	Legal	<ul style="list-style-type: none"> • By-laws, Resolutions • Access to Information
Andry Rafolisy	Treasurer and Director of Finance	Finance	<ul style="list-style-type: none"> • Budget • Taxation
Angelo Marino	Director of IT	IT	<ul style="list-style-type: none"> • Information Technology • Telephony • Office Equipment

Consulting Community Partners

The City has formed several partnerships with community organizations that focus on serving the disabled. We have consulted with them to understand the needs of their members or users and adapted our facilities whenever possible to meet those needs. Programs are therefore co-created in conjunction with the organizations. These include:



Organization	Website
The C.A.R.E Centre /Centre d'activités récréatives et éducatives (Located across from our Aquatic and Community Centre)	www.carecentre.org
AlterGo	www.altergo.ca/fr
Kéroul	www.keroul.qc.ca/en/home.html
CLSC René-Cassin (CIUSSS West-Central)	www.ciusswestcentral.ca/sites-and-resources/clsc/clsc-rene-cassin
Centre de réadaptation Lethbridge-Layton-Mackay Réhabilitation Centre	www.crlm.ca
Giant Steps School	giantstepsmontreal.com/en
Childhood Disabilities: Participation and Knowledge Translation Lab, School of Physical and Occupational Therapy, McGill University	www.childhooddisability.ca/about-us
P.L.A.Y Promoting Participation in for Active Youth	
CIVA (Centre d'Intégration a la vie Active)	civa.qc.ca
Westmount Music Therapy	www.westmountmusictherapy.ca
Cummings Centre	cummingscentre.org
Ometz	www.ometz.ca
Opening doors for Accessibility (March of Dimes)	www.marchofdimes.ca
All Access Life organization	AllAccessLife.Org
Autism Karate	autismekarate.com
UNIS pour la vie: communautés inclusives	

Our Buildings and Facilities

Building / Facility	Address	Number of Floors	Elevator	Automatic Doors	Accesible bathrooms (automatic door, stalls, sinks)	Braille markings on signage	Notes
Côte Saint-Luc City Hall	5801 Cavendish Blvd.	2 + basement	√	√	√	X	
Eleanor London Côte Saint-Luc Public Library	5851 Cavendish Blvd.	1 + basement	√	√	√	X	Access to the elevator is through City Hall
Dispatch Centre (basement)	5851 Cavendish Blvd.	1	X	X	X	X	Not open to the public
vCOP office (basement)	5851 Cavendish Blvd.	1	X	X	X	X	Not open to the public
Public Safety Building	8100 Côte Saint-Luc Road	2 + basement	X	X	X	X	
Public Works Building	7001 Mackle Road	1	n/a	X	X	X	
Aquatic and Community Centre	5794 Parkhaven	2 + basement	√	√	√	√	
Recreation Department	7500 Mackle Road	1	n/a	√	√	X	
Gymnasium	7500 Mackle Road	1	n/a	√	√	√	
Parkhaven Pool	7500 Mackle Road	1	n/a	X	X	X	
Samuel Moskovitch Arena	6985 Mackle Road	1	n/a	√	√	X	
Sports Annex (Outdoor)	6974 Mackle Road	1	n/a	n/a	n/a	X	Access to bathrooms through the Arena
CSL Tennis Club	8215 Chemin Guelph	2	X	X	X	X	
Montreal Fire Station No. 78	6815 Côte Saint-Luc Road	1	n/a	X	X	X	

Building / Facility	Address	Number of Floors	Elevator	Automatic Doors	Accessible bathrooms (automatic door, stalls, sinks)	Braille markings on signage	Notes
Pierre Elliott Trudeau Park—Chalet 1	6795 Mackle Road	2	X	✓	✓	X	
Pierre Elliott Trudeau Park—Chalet 3	6795 Mackle Road	1	n/a	✓	✓	X	
Rembrandt Park Chalet	5705 Rembrandt Ave.	2	X	✓	✓	X	
Singerman Park Chalet	5564 Robinson Ave.	1	n/a	X	X	X	
Sanitary block McDowell Park	5580 Randall Ave.	1	n/a	✓	✓	X	
Sanitary block Richard Schwartz Park	5732 Wentworth Ave.	1	n/a	X	X	X	
Chalet at Edward J. Kirwan Park	5732 Wentworth Ave.	1	n/a	✓	✓	✓	
Sanitary block at Allan J. Levine Playground	Mackle Rd.	1	n/a	✓	✓	✓	
Sanitary block at Nathan Shuster Park	Collins Rd.	1	n/a	✓	✓	X	



Our Parks and Playgrounds

Park	District	Playground	Accessible splash pad/ water game	Chalet for activities (incl accessible bathroom)	Accessible bloc sanitaire	Other Features
Aaron Hart Park	1	NO	NO	NO	NO	
Aumont Park	1	YES	NO	NO	NO	
Harold Greenspon Park	1	NO	NO	NO	NO	
Roback Park	1	YES	NO	NO	NO	
Ashkelon Garden	2	NO	NO	NO	NO	
Elie Wiesel Park	2	NO	NO	NO	NO	
Isadore Goldberg Park	2	YES	NO	NO	NO	
Rembrandt Park	2	YES	YES	YES	NO	
Veterans Park	2	NO	NO	NO	NO	
Beland Park	3	YES	YES	NO	NO	
Father Martin Foley Park	3	YES	NO	NO	NO	
Irving Singerman Park	3	YES	NO	YES	NO	Wiffle Ball, Volleyball, Basketball
McDowell Park	3	YES	YES	NO	YES	
Silverson Park	3	YES	NO	NO	NO	
David I. Earle Park	4	YES	NO	NO	NO	
Donald Fletcher Park	4	YES	NO	NO	NO	Basketball, Skatepark
Richard Schwartz Park	4	YES	YES	NO	YES	Community Garden
Edward J. Kirwan Park	5	YES	YES	YES	YES	Walking path around park, Community garden, baseball fields, basketball courts

Park	District	Playground	Accessible splash pad/ water game	Chalet for activities (incl accessible bathroom)	Accessible bloc sanitaire	Other Features
Yitzhak Rabin Park	5	YES	YES	YES	YES	Wading Pool
Joshua Ezekiel Alexander Park	5	YES	NO	NO	NO	
Glenn J Nashen Park	6	YES	NO	NO	NO	
Pierre Elliott Trudeau Park	6	YES	YES	YES	NO	Shalom Bloom Sculpture Garden, Lake, Baseball Fields, Human Rights Walkway
Ruth Kovac Park	6	NO	NO	NO	NO	
Imagination Park	6	YES	NO	NO	NO	Firepit
Arthur Zygielbaum Park	7	YES	NO	NO	NO	
Fyon Park	7	YES	YES	NO	YES	
Mitchell Brownstein Park	7	YES	NO	NO	NO	
Eric Helfield Park	7	YES	NO	NO	NO	
Nathan Shuster Park	8	YES	NO	NO	YES	Is a protected wetland



For the Action Plan of 2022, the City of Côte Saint-Luc was able to largely recapture its pre-pandemic momentum and introduce many new initiatives to increase inclusion and accessibility, and it did so in a variety of domains, including: the built environment, programs,

services, and communications, and policies, training, and consultation. Some projects did not get completed due to a shortness of resources in certain departments, but a majority of initiatives were achieved.

Part 1—BUILDINGS, FACILITIES, PUBLIC SPACES, INFRASTRUCTURE			
Barrier	Action	Department Responsible	Status
Sanitary block in Allan J. Levine Playground is not accessible for wheelchairs.	Demolish and rebuild an accessible sanitary block.	Engineering and Parks and Recreation	Completed
Allan J. Levine Playground in not accessible	Build new paths, add new playground area and splash pad for differently abled children, with accessible surface	Engineering and Recreation	Completed
Kirwan Park is not accessible.	Completely renovate Kirwan Park, including wide asphalt pathways, new fully accessible chalet, and basketball courts.	Engineering and Recreation	Completed
Stairs pose potential difficulty for the visually impaired.	Installation of contrasting visual signage to clearly identify nose of the stairs (leading to 2nd floor)	Recreation	Completed
Hand soap dispensers are too high for people in wheelchairs.	The lowering of the hand soap dispensers in ACC	Recreation	Delayed until 2024
Towel dispensers are too high for people in wheelchairs.	The lowering of the towel dispensers in ACC	Recreation	Delayed until 2024
Coat hooks are too high for people in wheelchairs.	The lowering of the coat hooks	Recreation	Completed
Showers are not up to standard for accessibility.	The installation of hand rails and handles on the inside of the adapted showers—stall walls and doors	Recreation	Completed
Showers are difficult to take for the disabled.	Purchase of adaptive chair for the Family Changing room shower stalls	Recreation	Completed
Signage is not suitable for visually impaired people.	Installation of accessible access signs on bathroom doors in ACC	Recreation	Completed
Areas of City Hall may not be accessible, and we may not be aware how inaccessible they are.	Get professional assessment of the accessibility of the City Hall building done.	General Management	Completed
There is no plan that outlines where and how our parks will be made more accessible	Create 5-Year Small Parks Plan with section outlining steps to make parks more accessible	General Management/ Recreation/Public Works	Completed

Part 1—BUILDINGS, FACILITIES, PUBLIC SPACES, INFRASTRUCTURE

Barrier	Action	Department Responsible	Status
City is not aware of best practices and standards for accessibility of public spaces.	Invite accessibility expert to Public Spaces Committee to increase awareness of best practices.	General Management	Moved to Spring 2024
Persons with visual impairments may not notice glass walls/doors	Purchasing warning stickers for glass walls and doors	Library	Completed
Library washrooms may require improvements to increase accessibility.	Create modification plan for budget for 2023.	Library	Delayed until Fall 2024
Library may not meet accessibility standards	Have a professional assessment of Library done	General Management	Completed
Programs are not accessible to hearing impaired	Install induction loop system in auditorium	Library	Waiting until installation of new equipment to assess compatibility. Delayed until 2023.
Library programs are not accessible to persons who are immobile	Install simultaneous live streaming of library programs	Library/Communications	Programs can now be live-streamed, and system will be further perfected with purchase of additional equipment in 2023.
Children’s programming should be inclusive and accessible to all	Train staff and incorporate aids to be more inclusive and offer at least 2 accessible programs per year	Library	Completed
Visually impaired people cannot easily cross the street at major intersections.	Automatically add tactile walking surface indicators to sidewalk corners when we replace those sections.	Engineering	As we replace corner sections, we will add them in our annual sidewalk contract. Ongoing.
Visually impaired people cannot easily cross the street.	Create plan for audible pedestrian signals and consult with CIUSSS and Mackay Centre to confirm suitability.	Engineering	Completed
Visually impaired people cannot easily cross the intersection.	Add audible pedestrian signal to Cavendish/L’Avenue intersection	Engineering	Completed
Pedestrian signals may not be fully accessible	Create repertoire of pedestrian signals and their accessibility	Engineering	Completed
Drinking water may not be available and accessible in all parks	Add accessible water fountains to ten parks	Engineering	Five fountains added in 2022, five more to be added in 2023
Kirwan Park was barely accessible in any way	Completely renovate Kirwan Park with accessible bathrooms, paths, and playground	Engineering	Completed, except one section of the path can’t be completed until baseball fence repaired.

Part 1—BUILDINGS, FACILITIES, PUBLIC SPACES, INFRASTRUCTURE

Barrier	Action	Department Responsible	Status
Bathrooms in the park are completely inaccessible.	Build accessible bathrooms in Rembrandt Park, including widening doorways, changing toilet, adding handicap buttons, lowering sinks.	Public Works	Completed
Chalet in park not accessible.	Make Rembrandt Chalet exterior accessible by adding ramp, push button and replace the door.	Public Works	In progress
Bathrooms in the park are completely inaccessible.	Completely renovate bathroom in McDowell Park, including adding ramp, widening doorways, changing toilet, adding handicap buttons, lowering sinks.	Public Works	Completed
Playground surface is not accessible.	Replace sand in playground with rubber surface in McDowell park	Public Works	Project delayed indefinitely due to possible future redesign of park.
Bathrooms in the park are completely inaccessible.	Replace single, inaccessible bathroom in Shuster Park with double accessible bathroom.	Public Works	Completed
Handicap buttons in the front entrance have not been working for a long time.	Replace handicap buttons for City Hall doors	Public Works	Completed
Wayfinding in City Hall may be difficult for the visually impaired.	Create plan for office signs with braille	Public Affairs and Communications	Delayed until Fall 2024
There are only stairs to get into the Public Safety Building and they are not accessible.	Commission a design for an accessibility solution for the entrance into 8100 CSL Rd.	Public Safety/Engineering	Completed
Hearing is difficult at the front counter of City Hall.	Install microphones at the front counter.	Finance Department	Options explored, but not yet complete.

Part 2—SERVICES, PROGRAMS, AND COMMUNICATIONS

Barrier	Action	Department Responsible	Status
Not all community groups, institutions, and residences are aware of the Report and Action Plan.	Ensure that the Report and Action are disseminated to these groups.	General Management	Completed
Public computers have limited accessibility for those with mobility issues, hearing impairments or visual impairments	Purchase large print keyboards, sticky keys, trackball mouse and assess feasibility of creating one accessible workstation with specific assistive software.	Library	Completed
Lack of aids for visually impaired	Purchase handheld magnifiers, improve lighting in Large Type, move CCTV to a more accessible and suitable location.	Library	Completed

Part 2—SERVICES, PROGRAMS, AND COMMUNICATIONS

Barrier	Action	Department Responsible	Status
Hearing impaired patrons often have difficulty communicating with staff	Offer advanced training in sign language to staff; investigate and propose purchase of induction loop system for service points	Library	Level 2 sign language course completed by one staff member. Investigation into purchase of induction loop system for service points delayed until 2023
Persons with visual impairments who also have mobility issues are often unaware of new large print materials	Include Large Type printed lists of new large type books and audiobooks in Home Library Service delivery bags	Library	Completed
Online communication tools can include information that is not accessible to those with visual impairments	Assess library website against available standards and make recommendations.	Library	Completed
Disabled community not necessarily aware of any adaptive library services	Create library webpage listing available services	Library	Completed
Few print materials for children with reading impairments	Purchase Hi-Lo readers and Large Type early chapter books	Library	Completed
Persons with visual impairments may be unaware of how to access national braille collections	Provide information on the library's website on how to access CELA & Bookshare	Library	Completed
Persons with visual impairments had difficulty seeing titles on upper shelves	Remove all books from top shelves	Library	Completed
Persons with visual impairments have difficulty listening to audiobooks with multiple CDs	Purchase more MP3s	Library	Cannot be completed. MP3s no longer available for sale. An alternative was found to provide pre-downloaded Kobos to the patron, to be implemented in Winter 2023
Resources for people with disabilities may not be easy to find	Insert an <i>Accessibility Information for people with disabilities</i> tab on website	Public Affairs and Communications	Delayed until 2023
Videos produced by the City may not be easily viewable to the hearing impaired	Add subtitles and/or QSL medallions to your videos;	Public Affairs and Communications	Completed
Website may not be accessible for the visually impaired.	Check that website meets accessibility standards, especially so that it can be read by a voice reader.	Public Affairs and Communications	Delayed until Spring 2023

Part 2—SERVICES, PROGRAMS, AND COMMUNICATIONS

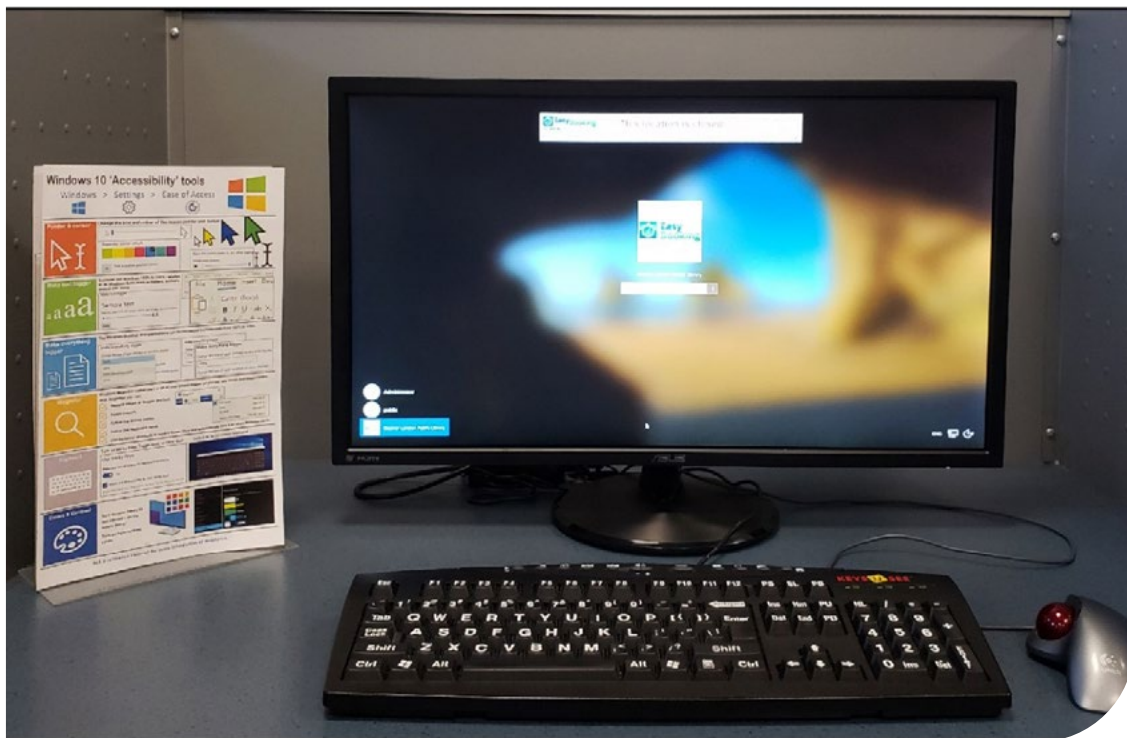
Barrier	Action	Department Responsible	Status
People with disabilities may be underrepresented in City publications.	Include people with disabilities in various communications.	Public Affairs and Communications	Completed
Recreation guidebook may not be easily read by the visually impaired.	Update layout of Recreation guidebook to follow best practices for screen reader access	Public Affairs and Communications	Not complete. Delayed until 2023

Part 3—POLICIES OF INCLUSION, TRAINING, AND CONSULTATION

Barrier	Action	Department Responsible	Status
City is not aware if staff know American Sign Language (ASL)	Add to interview grid whether candidates are fluent in ASL and start an up-to-date list of who is.	Human Resources	Completed
We may not be reaching potential employees with disabilities.	Expand recruitment sources to employment organizations in order to reach individuals with disabilities	Human Resources	Not complete. Delayed until Fall 2023
Staff have never had disability sensitivity training.	Find an expert who can provide that training and hold at least one session.	Human Resources	Not complete. Delayed until Fall 2023
Many work areas are not physically suitable for people with disabilities.	Review Kérout Physical Assessment of City Hall and Library	Human Resources	Completed
Staff sometimes do not know how to properly deal with neurodiverse individuals	Provide training for staff to learn how to welcome and better serve neurodiverse individuals	Human Resources	Not complete. Delayed until Fall 2023
Staff are not necessarily aware of best practices for inclusionary workplaces	Attend a training session on creating inclusionary workplaces	Human Resources	Not complete. Delayed until Fall 2023
People with disabilities need a forum to be specifically consulted about envisioning an inclusive city for the Master Plan.	Invite the disabled community and their caregivers for a focus group, especially related to the Master Plan	General Management	Completed
Accessibility is not systematically considered in discussions related to Public Space	Create Accessibility section for Public Spaces Policy	General Management	Incomplete —Estimated completion of entire policy 2024
There has been no way to ensure that community (non-city) events are accessible	Add 'accessibility features' section to Community Events Form	General Management	Completed
Not all staff are aware we even have an Action Plan, and accessibility is not at the forefront of people's minds.	Ensure that a communication is sent to that the staff are aware there is an Action Plan and that the City is committed to moving it forward.	General Management	Completed

Part 3—POLICIES OF INCLUSION, TRAINING, AND CONSULTATION

Barrier	Action	Department Responsible	Status
There has been no way to ensure that all contracts and purchases take accessibility into account.	Revise Contract Management By-law to be in conformity with Decret 655-2021 and the <i>Guide pour l'élaboration du plan d'action annuel à l'égard des personnes handicapées, 2e ed.</i>	General Counsel (Purchasing Department)	Delayed, to be completed December 2023.
There has been no way to ensure that all tenders take accessibility into account.	Ensure that criteria related to accessibility are in all tender documents.	General Counsel (Purchasing Department)	Delayed, to be completed December 2023.
Staff require updating on best practices related to accessible street design.	Training on accessible street design	Engineering	Delayed—Training planned for fall 2023
Sometimes handicap parking spaces are not fully cleared.	Establish policy for priority snow clearing of handicap spaces in municipal parking lots	Public Works	Ongoing
Residents with disabilities may not receive the same level of service as those without from administrative staff.	Provide training for administrative staff on how to adapt service to people with disabilities	Public Safety	Delayed until 2023
SIM's voluntary emergency registration list of people with disabilities may not be up-to-date.	Roll out annual campaign (around July 1) to remind residents to sign up for the list.	Public Safety/Director of Communications	Completed in 2022, will be done annually



Côte Saint-Luc Public Library's accessible workstation in the media lab

This section divided into three main parts:

Part 1—Buildings, Facilities, Public Spaces, and Infrastructure

Part 2—Services, Programs and Communications

Part 3—Policies of Inclusion, Training, and Consultation

PART 1—BUILDINGS, FACILITIES, PUBLIC SPACES, INFRASTRUCTURE

This part of the Action Plan focuses on the built environment that is used by the public. This includes:

- a. Municipal buildings and facilities and their grounds
- b. Municipal parks, playgrounds, green spaces and splashpads
- c. Streets, sidewalks, and parking lots

Part 1—BUILDINGS, FACILITIES, PUBLIC SPACES, INFRASTRUCTURE			
Barrier	Action	Department Responsible	Year to be completed
City is not aware of the housing needs of neurodiverse people	Meet with organizations that focus on housing for neurodiverse communities	General Management/Urban Planning	Summer 2023
In a large-scale redevelopment, opportunities may be missed to make the entire neighbourhood accessible for all.	Ensure that PPUs for three mall redevelopment sites have Universal Design as a guiding principle.	General Management/Urban Planning	Fall 2023
Locker rooms, showers, and bathroom area for the outdoor pool are not accessible	Get professional services done for project to renovate locker rooms, showers, and bathroom area.	Engineering/Recreation	Winter 2023
Hand soap dispensers are too high for people in wheelchairs.	The lowering of the hand soap dispensers	Recreation	Moved from 2022 Action Plan December 2023
Towel dispensers are too high for people in wheelchairs.	The lowering of the towel dispensers	Recreation	Moved from 2022 Action Plan Winter 2023
Swipe entry mechanism flashes and is extremely bright, which can be problematic for people with neurological issues	Install non-flashing mechanism.	Recreation	Fall 2023
Area in the front of Recreation office is uneven, posing a risk to people in wheelchairs	Get area flattened or stones re-layed	Recreation/Engineering	Summer 2023
There is no accessible bathroom in the park.	Install an accessible bathroom in Mitchell Brownstein Park	Public Works	Summer 2023

Part 1—BUILDINGS, FACILITIES, PUBLIC SPACES, INFRASTRUCTURE

Barrier	Action	Department Responsible	Year to be completed
Bathroom in the park was inaccessible.	Install an accessible bathroom in Fletcher Park	Public Works	Fall 2023
There is currently no path for people to use in the park, and it is difficult for people with reduced mobility to walk on the grass.	Create a paved path in Joshua Ezekiel Alexander Park	Public Works	Fall 2023
City is not aware of best practices and standards for accessibility of public spaces.	Invite accessibility expert to Public Spaces Committee to increase awareness of best practices.	General Management	Moved from 2022 Action Plan Summer 2023
Programs are not accessible to hearing impaired	Install induction loop system in auditorium	Library	Moved from 2022 Action Plan
Library programs are not accessible to persons who are immobile	Install simultaneous live streaming of library programs	Library/Communications	Moved from 2022 Action Plan
Wayfinding in City Hall may be difficult for the visually impaired.	Create plan for office signs with braille	Public Affairs and Communications	Winter 2024
Hearing is difficult at the front counter of City Hall.	Install microphones at the front counter.	Finance Department	Moved from 2022 Action Plan Fall 2023



PART 2—SERVICES, PROGRAMS, COMMUNICATIONS

This section encompasses three main categories in terms of accessibility:

- a. **Services**—Whether in person, by phone, online, or through other means, we will be examining how service is delivered to the disabled and how accessible it is.
- b. **Programs**—Municipalities offer various programs through different departments, and we will be assessing how adaptive they are.
- c. **Communications**—This pertains to how we transmit information to disabled people, how they are portrayed in our communications material, in addition to how their voices are heard in the city. We will establish whether or not our communications channels are accessible, and if the disabled people in our community know the resources available to them and what the municipality is doing to increase access.

Part 2—SERVICES, PROGRAMS, AND COMMUNICATIONS			
Barrier	Action	Department Responsible	Year to be completed
Children with disabilities could not participate in karate program.	Introduce adapted karate	Recreation	Spring 2023
Children with sensory disorders often have difficulty with sound sensitivity in a public setting, limiting their participation in library activities and their ability to enjoy the space.	Purchase noise cancelling headphones	Library	Summer 2023
We have group homes for special needs residents and we don't know them.	Meet with Miriam Home to ascertain needs.	General Management/ Recreation	Fall 2023
People in wheelchairs could not access pickleball courts.	Add ramp to pickleball courts	Recreation	July 2023
Some people require assistance with mobility while visiting the Library	Purchase wheelchair	Library	Summer 2023
Persons with visual impairments have difficulty listening to audiobooks with multiple CDs	Provide pre-downloaded Kobos to the patron	Library	Moved from 2022 Action Plan, to be implemented in Winter 2023
People with visual impairments may not be able to read material in the lounges (such as magazines)	Purchase magnifying lamps for lounges	Library	Fall 2023
Hearing-Impaired people may have difficulties interacting with staff at the service points	Purchase an assisted listening device for the service points	Library	Fall 2023
Parents of kids with disabilities may not have access to resources	Purchase material on raising children with a disability and ensure there is a section on the website	Library	Fall 2023
People with disabilities may be underrepresented in children's material	Conduct an audit and purchase material that feature characters with disabilities.	Library	September 2023
Some patrons have difficulty carrying library material with the baskets the library provides.	Change hand-held baskets in the library to rolling ones.	Library	Summer 2023

Part 2—SERVICES, PROGRAMS, AND COMMUNICATIONS

Barrier	Action	Department Responsible	Year to be completed
Resources for people with disabilities may not be easy to find	Insert an <i>Accessibility Information for people with disabilities</i> tab on website	Public Affairs and Communications	Moved from 2022 Action Plan Winter 2023
Website may not be accessible for the visually impaired.	Check that website meets accessibility standards, especially so that it can be read by a voice reader.	Public Affairs and Communications	Moved from 2022 Action Plan Winter 2023
Recreation guidebook may not be easily read by the visually impaired.	Update layout of Recreation guidebook to follow best practices for screen reader access	Public Affairs and Communications	Moved from 2022 Action Plan Winter 2023



PART 3—POLICIES OF INCLUSION, TRAINING, AND CONSULTATION

This section consists of background changes that make all the difference in terms of inclusion.

These include:

- a. **Policies of inclusion**—By amending policies or by-laws, or creating new ones that take accessibility into account, inclusion is automatically increased in a systematic way.
- b. **Training**—Staff at large must be trained not only for greater awareness of how better to serve people with a range of disabilities, but also for best practices like Universal Design. Job training for people with disabilities is another aspect that will be explored in the years to come.
- c. **Consultation**—This includes conversations with the disabled community in all its diversity and families, but also community organizations and experts in the field.

Part 3—POLICIES OF INCLUSION, TRAINING, AND CONSULTATION			
Barrier	Action	Department Responsible	Year to be completed
There is a lack of proper housing for neurodiverse people	Put requirements for Universal Design into the Master Plan	General Management/Urban Planning	Fall 2023
City is not aware of employment training needs that would support curriculum at John Grant	Meet with school board to determine what training programs could be set up.	Human Resources	Fall 2023
We may not be reaching potential employees with disabilities.	Expand recruitment sources to employment organizations in order to reach individuals with disabilities.	Human Resources	Moved from 2022 Action Plan Fall 2023
Staff have never had disability sensitivity training.	Find an expert who can provide that training and hold at least one session.	Human Resources	Moved from 2022 Action Plan Fall 2023
Staff sometimes do not know how to properly deal with neurodiverse individuals	Provide training for staff to learn how to welcome and better serve neurodiverse individuals	Human Resources	Moved from 2022 Action Plan Fall 2023
Staff are not necessarily aware of best practices for inclusionary workplaces	Attend a training session on creating inclusionary workplaces	Human Resources	Moved from 2022 Action Plan Fall 2023
New Recreation staff are not at the same level in terms of knowledge of accessibility and inclusion as staff with prior training.	Include in orientation of new employees a module on Accessibility and inclusion standards	Recreation	Summer 2023
Organizations renting space may not consider accessibility in their events.	Add articles in rental contracts about accessible elements	Recreation	Fall 2023
People with disabilities may not be able to participate in many of the stations during large events	Ensure that we have accessible stations for large scale city-run event	Recreation	Summer 2023
Neurodiverse people with sensitivity to sound can't participate in Canada Day event	Replace fireworks in Canada Day celebrations with drones	Recreation	Summer 2023

Part 3—POLICIES OF INCLUSION, TRAINING, AND CONSULTATION

Barrier	Action	Department Responsible	Year to be completed
There has been no way to ensure that all contracts and purchases take accessibility into account.	Revise Contract Management By-law to be in conformity with <i>Decret 655-2021</i> and the <i>Guide pour l'élaboration du plan d'acton annuel à l'égard des personnes handicapées, 2e ed.</i>	General Counsel (Purchasing Department)	Moved from 2022 Action Plan December 2023
There has been no way to ensure that all tenders take accessibility into account.	Ensure that criteria related to accessibility are in all tender documents.	General Counsel (Purchasing Department)	Moved from 2022 Action Plan December 2023
Staff require updating on best practices related to accessible street design.	Training on accessible street design	Engineering	Moved from 2022 Action Plan
The public are not necessarily aware of the range of disabilities or what the realities are for differently abled people.	Create at least two annual displays related to disabilities.	Library	Summer 2023
Residents with disabilities may not receive the same level of service as those without from administrative staff.	Provide training for administrative staff on how to adapt service to people with disabilities	Public Safety	Moved from 2022 Action Plan
Special needs students at John Grant (an alternative secondary school) have few opportunities for job experience	Create job training opportunities at the Library	Library	September 2023
Non-residents who attend John Grant High School and the Adult Education program that follows it have to pay to join the CSL Public Library, creating a barrier to access	Expand free Library membership to John Grant students and Adult Education students	Library	January 2023



Conclusion



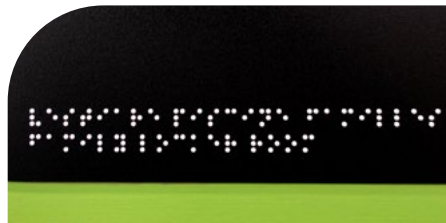
This past year, the City of Côte Saint-Luc tried to make up for time lost during the pandemic and was ambitious in creating its 2022 action plan to improve and expand accessibility. While we did not quite achieve all we had aspired to do, we nonetheless completed a large proportion of our action items. For 2023, given the new economic realities and their financial impact on our ability to do projects, we have somewhat scaled back the scope of our next Action Plan, limiting it to what is realistic to accomplish. Our mission remains unchanged, however, and we will continue to move the needle forward to expand accessibility on all fronts.



Adopted on December 11, 2023 by the Municipal Council

In accordance with the Act to secure handicapped persons in the exercise of their rights with a view to achieving social, school and workplace integration.

Plan d'action à l'égard des personnes handicapées Bilan des mesures 2022 et du plan d'action 2023



Message du maire	3
À propos de la Ville de Côte Saint-Luc	4
Portrait de la ville.....	4
Introduction	5
Cadre juridique	5
Notre Mission.....	5
Groupe de travail.....	6
Consultation auprès de Partenaires dans la communauté.....	7
Nos bâtiments et installations	8
Nos parcs et terrains de jeu	10
Bilan annuel 2022	12
Partie 1—Bâtiments, installations, espaces publics, infrastructures ...	12
Partie 2—Services, programmes, communications	14
Partie 3—Politiques d’inclusion, formation et consultation	16
Action Plan 2023	18
Partie 1—Bâtiments, installations, espaces publics, infrastructures ...	18
Partie 2—Services, programmes, communications	20
Partie 3—Politiques d’inclusion, formation et consultation	22
Conclusion	24



La pandémie de COVID-19 étant en grande partie derrière nous, la ville de Côte Saint-Luc a repris en 2022 ses initiatives en matière d'accessibilité. Je suis fier du Bilan 2022 et du Plan d'action pour la communauté des personnes handicapées 2023 de cette année, qui reflètent notre engagement envers l'inclusion et qui décrivent toutes les mesures que nous avons prises au cours de la dernière année, ainsi que toutes celles que nous avons l'intention de prendre au cours de l'année à venir.

Cette année, nous nous sommes grandement concentrés sur les parcs. Le parc Kirwan a fait l'objet d'une importante rénovation, dont de nouvelles toilettes accessibles et un chalet, une aire de jeux accessible, un large chemin pavé sur tout le périmètre et un de nouveaux jeux d'eau. Des toilettes accessibles et des fontaines d'eau ont également été ajoutées dans plusieurs parcs de la ville. Au cours de l'année à venir, nous prévoyons également de rendre d'ensemble des toilettes de notre piscine extérieure entièrement accessibles.

De plus, l'an dernier, la Ville de Côte Saint-Luc a entrepris de vastes consultations publiques afin de créer un plan directeur qui reflète la vision collective de nos résidents pour l'avenir de notre communauté. L'accessibilité est l'un des thèmes importants et qui fut identifié comme étant une priorité. Ainsi, la conception universelle sera l'un des principes directeurs de tous les aspects de ce plan, y compris les espaces publics, les logements, les paysages de rue et les options de mobilité.

La ville de Côte Saint-Luc est fière d'être à l'écoute de tous les résidents et de leurs besoins, quels que soient leur âge, leurs capacités, leur sexe, leur origine ethnique, leur religion ou leurs revenus. Notre objectif est de veiller à ce que tous aient le soutien et la possibilité de participer pleinement à la vie de leur communauté et de profiter de tout ce que la ville a à offrir.

A handwritten signature in black ink that reads "Mitchell Brownstein". The signature is fluid and cursive.

Mitchell Brownstein
Maire



Portrait de la ville

La Ville de Côte Saint-Luc est située dans l'ouest de l'île de Montréal. Incorporé en 1903, le Village de Côte Saint-Luc est devenu la Ville de Côte Saint-Luc en 1958 dans une région en plein essor démographique. Enclavée par les cours de triage du Canadien Pacifique et plusieurs voies ferrées, la ville est géographiquement divisée en trois sections : un vaste secteur central, et deux secteurs plus petits qui bordent l'arrondissement de Côte-des-Neiges/Notre-Dame-de-Grâce de la Ville de Montréal et la Ville de Hampstead. La ville est très dense à certains endroits, avec un nombre important d'habitations multifamiliales, en plus des habitations unifamiliales sur une grande partie du territoire.

Côte Saint-Luc compte plus de trente parcs publics et d'importantes installations, notamment la Bibliothèque publique Eleanor London Côte Saint-Luc, l'aréna Samuel Moskovitch, le Centre communautaire et aquatique, une piscine extérieure et de nombreux chalets. Elle peut aussi compter sur un Service de mesures d'urgence (SMU) assuré par des premiers répondants bénévoles, situation unique dans l'agglomération de Montréal, et un programme de bénévoles Citoyens en patrouille (vCOP).

La population de Côte Saint-Luc s'est accrue rapidement ces dernières années, en raison du développement, et elle continuera d'augmenter dans les années à venir avec le réaménagement des trois centres commerciaux sur le territoire. Selon les statistiques récentes du MAMH, la population en 2021 était de 35 117, contre 32 448 en 2016. Environ 30 % de la population est âgée de 65 ans et plus, et 30 % de la population vit seule.

Cadre juridique

En 2004, l'Assemblée nationale du Québec a adopté la *Loi assurant l'exercice des droits des personnes handicapées en vue de leur intégration scolaire, professionnelle et sociale*, qui visait à « assurer l'exercice des droits des personnes handicapées et... à favoriser leur intégration à la société au même titre que tous les citoyens en prévoyant diverses mesures visant les personnes handicapées et leurs familles, leur milieu de vie ainsi que le développement et l'organisation de ressources et de services à leur égard » (L.R.Q. c. 31 s. 2). En 2021, le gouvernement du Québec a également adopté le Décret 655-2021, qui ajoute des éléments à la loi afin de mieux prendre en compte les caractéristiques et les besoins des personnes handicapées et de réduire les obstacles à leur intégration.

Pour se conformer à la loi, les municipalités de plus de 15 000 habitants doivent élaborer un plan d'action annuel qui identifie les obstacles à l'intégration et les mesures qui ont été et seront prises pour améliorer l'inclusion, en suivant le *Guide pour l'élaboration du plan d'action annuel à l'égard des personnes handicapées—volet municipalités, 2e édition*. Côte Saint-Luc a également contribué à la formation dispensée par l'Office des personnes handicapées du Québec (OPHQ) en 2022.

'Inclusion' consiste à promouvoir et à garantir la participation des personnes handicapées à tous les aspects de la vie en société et à leur fournir le soutien et les aménagements raisonnables nécessaires pour qu'elles puissent participer pleinement à la vie de la communauté et y mener une vie utile. Cela s'applique non seulement aux résidents, mais aussi à toute personne en visite ou qui travaille à Côte Saint-Luc.

Comme les handicaps peuvent toucher des personnes de tout âge, qu'ils peuvent être visibles ou non, et qu'ils peuvent être visuels, moteurs, auditifs, cognitifs, intellectuels ou comportementaux, la Ville doit mettre en œuvre un large éventail d'améliorations dans ses espaces physiques, ses services, ses programmes et ses politiques. Le document suivant présente l'engagement de la Ville de Côte Saint-Luc à mieux intégrer toutes les personnes vivant avec un handicap à l'aide d'un plan d'action concret.

Notre mission

La mission de la ville de Côte Saint-Luc est de fournir un environnement communal accessible, accommodant et accueillant pour les personnes ayant des besoins particuliers. Cette mission consiste à apporter des changements à deux secteurs essentiels de la communauté : 1) les installations ; et 2) les programmes et services. Ces deux secteurs sont au cœur de l'engagement communautaire à Côte Saint-Luc et bénéficient considérablement du renforcement de l'inclusion.

À Côte Saint-Luc, l'accessibilité c'est la création d'une communauté inclusive où les services permettent à tous de participer pleinement, sans obstacle. Notre objectif est de nous adapter et nous développer en matière d'accessibilité et d'inclusivité afin de servir adéquatement la population aux besoins diversifiés. Les services qui mettent en œuvre ce mandat amélioreront la qualité de vie des résidents et des visiteurs qui utilisent les installations et participent aux programmes de loisirs proposés. La Ville espère également créer un environnement inclusif où les différences sont célébrées.



Aire de jeux accessible Allan J. Levine dans le parc Kirwan.

Groupe de travail

L'élaboration, la mise en œuvre et la surveillance du plan d'action seront assurées par Tanya Abramovitch, directrice générale associée—stratégie urbaine, et Cornelia Ziga, directrice du service des Loisirs, qui est la coordonnatrice du projet. Le plan d'action est élaboré en collaboration avec tous les services de la ville, les résidents et les groupes communautaires.

Nom	Titre	Service	Responsabilités liées au Plan d'action
Jonathan Shecter	Directeur général	Direction générale	<ul style="list-style-type: none"> Administration municipale, Règlements, résolutions et accès à l'information
Tanya Abramovitch	Directrice générale associée—stratégie urbaine	Direction générale	<ul style="list-style-type: none"> Responsable du plan d'action Espaces publics Consultations publiques Liaison avec le SPVM Coordonnatrice des mesures d'urgence
Nadia Di Furia	Directrice générale associée	Direction générale Ressources humaines	<ul style="list-style-type: none"> Recrutement Formation des employés Équité en matière d'emploi
Cornelia Ziga	Directrice des loisirs	Loisirs	<ul style="list-style-type: none"> Coordonnatrice du plan d'action Programmes et services de sports et loisirs Exploitation des installations Événements Services communautaires
Janine West	Directrice de la bibliothèque	Bibliothèque	<ul style="list-style-type: none"> Programmes et services culturels et communautaires
Philip Chateauvert	Directeur de la protection civile	Protection civile	<ul style="list-style-type: none"> Services médicaux d'urgence Sécurité publique Répartition Citoyens en patrouille (vCOP) Préparation aux urgences
Charles Senekal	Directeur du développement urbain	Développement urbain	<ul style="list-style-type: none"> Infrastructures Aménagement urbain Gestion de projets Transports
Darryl Levine	Directeur des affaires publiques et des communications	Affaires publiques et Communications	<ul style="list-style-type: none"> Communications Publications Site Web Réunions virtuelles
Beatrice Newman	Directrice des travaux publics	Travaux publics	<ul style="list-style-type: none"> Entretien des bâtiments, des parcs et des routes Gestion des déchets et environnement
Andrea Charon	Conseillère générale et directrice des ressources matérielles	Ressources matérielles	<ul style="list-style-type: none"> Contrats Achats Politiques
Pascalie Tanguay	Directrice des Services juridiques et greffière	Services juridiques et greffe	<ul style="list-style-type: none"> Règlements, résolutions Accès à l'information
Andry Rafolisy	Trésorier et directeur des opérations financières	Finances	<ul style="list-style-type: none"> Budget Taxes
Angelo Marino	Directeur du Service des technologies de l'information	TI	<ul style="list-style-type: none"> Technologies de l'information Téléphonie Matériel bureautique

Consultation auprès de partenaires dans la communauté

La Ville a établi plusieurs partenariats avec des organismes communautaires qui offrent des services aux personnes handicapées. Nous les consultons pour comprendre les besoins de leurs membres ou utilisateurs et nous adaptons nos installations, dans la mesure du possible, pour répondre à ces besoins. Des programmes sont donc créés en collaboration avec différents organismes, tels que :



Organisme	Site Web
The C.A.R.E Centre / Centre d'activités récréatives et éducatives (situé en face de notre Centre communautaire et aquatique)	www.carecentre.org
AlterGo	www.altergo.ca/fr
Kéroul	www.keroul.qc.ca
CLSC René-Cassin (CIUSSS du Centre-Ouest)	www.ciuSSWestcentral.ca/sites-and-resources/clsc/clsc-rene-cassin
Centre de réadaptation Lethbridge-Layton-Mackay Réhabilitation Centre	www.crlm.ca
École à pas de géant	giantstepsmontreal.com/fr
Incapacités de l'enfant : <i>Participation and Knowledge Translation Lab</i>, École de physiothérapie et d'ergothérapie, Université McGill	www.childhooddisability.ca/fr/a-propos
P.L.A.Y Promoting Participation in Leisure for Active Youth	
CIVA (Centre d'intégration à la vie Active)	civa.qc.ca
Musicothérapie Westmount	www.westmountmusictherapy.ca
Centre Cummings	cummingscentre.org
Ometz	www.ometz.ca
Ouvrir la voie à l'accessibilité (La Marche des dix sous)	www.marchofdimes.ca
All Access Life organization	AllAccessLife.Org
Autisme Karaté	autismekarate.com
UNIS pour la vie : communautés inclusives	

Nos bâtiments et installations

Bâtiments municipaux	Adresse	Nombre d'étages	Ascenseur	Portes automatiques	Toilettes accessibles (portes automatiques, cabines, lavabos)	Enseignes de portes avec braille	Notes
Hôtel de ville Côte Saint-Luc	5801 boul. Cavendish	2 + sous-sol	✓	✓	✓	X	
Bibliothèque publique Eleanor London Côte Saint-Luc	5851 boul. Cavendish	1 + sous-sol	✓	✓	✓	X	L'accès à l'ascenseur via l'hôtel de ville
Centre de répartition (sous-sol)	5851 boul. Cavendish	1	X	X	X	X	N'est pas ouvert au public
Bureau des vCOP (sous-sol)	5851 boul. Cavendish	1	X	X	X	X	N'est pas ouvert au public
Édifice de la Sécurité civile	8100 ch. de la Côte Saint-Luc	2 + sous-sol	X	X	X	X	
Édifice des Travaux publics	7001 ch. Mackle	1	n/a	X	X	X	
Centre communautaire et aquatique	5794 av. Parkhaven	2 + sous-sol	✓	✓	✓	✓	
Service des Loisirs	7500 ch. Mackle	1	n/a	✓	✓	X	
Gymnase	7500 ch. Mackle	1	n/a	✓	✓	✓	
Piscine extérieure Parkhaven	7500 ch. Mackle	1	n/a	X	X	X	
Aréna Samuel Moskovitch	6985 ch. Mackle	1	n/a	✓	✓	X	
Annexe sportive	6974 ch. Mackle	1	n/a	n/a	n/a	X	Accès aux toilettes via l'arène
Club de tennis de CSL	8215 Chemin Guelph	2	X	X	X	X	
Caserne de pompier 78—Ville de Montréal	6815 ch. de la Côte-Saint-Luc	1	n/a	X	X	X	

Bâtiments municipaux	Adresse	Nombre d'étages	Ascenseur	Portes automatiques	Toilettes accessibles (portes automatiques, cabines, lavabos)	Enseignes de portes avec braille	Notes
Chalet 1—Parc Trudeau	6795 ch. Mackle	2	X	√	√	X	
Chalet 3—Parc Trudeau	6795 ch. Mackle	1	n/a	√	√	X	
Chalet au Parc Rembrandt	5705 av. Rembrandt	2	X	√	√	X	
Chalet au Parc Singerman	5564 av. Robinson	1	n/a	X	X	X	
Bloc Sanitaire au Parc McDowell	5580 av. Randall	1	n/a	√	√	X	
Bloc Sanitaire au Parc Richard Schwartz	5732 av. Wentworth	1	n/a	X	X	X	
Chalet au Parc Edward J. Kirwan	5732 av. Wentworth	1	n/a	√	√	√	
Bloc Sanitaire dans terrain de jeu Allan J. Levine	ch. Mackle	1	n/a	√	√	√	
Bloc sanitaire au Parc Nathan Shuster	ch. Collins	1	n/a	√	√	X	



Nos parcs et terrains de jeu

Parcs et terrains de jeu	District	Terrain de jeu	Jeux d'eau accessible	Chalet pour activités (y compris toilettes accessibles)	Bloc sanitaire accessible	Autres caractéristiques
Parc Aaron Hart	1	NON	NON	NON	NON	
Parc Aumont	1	OUI	NON	NON	NON	
Parc Harold Greenspon	1	NON	NON	NON	NON	
Parc Roback	1	OUI	NON	NON	NON	
Parc Ashkelon Garden	2	NON	NON	NON	NON	
Parc Elie Wiesel	2	NON	NON	NON	NON	
Parc Isadore Goldberg	2	OUI	NON	NON	NON	
Parc Rembrandt	2	OUI	OUI	OUI	NON	
Parc des Vétérans	2	NON	NON	NON	NON	
Parc Beland	3	OUI	OUI	NON	NON	
Parc Father Martin Foley	3	OUI	NON	NON	NON	
Parc Irving Singerman	3	OUI	NON	OUI	NON	Terrains de wiffle Ball, volleyball et basketball
Parc McDowell	3	OUI	OUI	NON	OUI	
Parc Silverson	3	OUI	NON	NON	NON	
Parc David I. Earle	4	OUI	NON	NON	NON	
Parc Donald Fletcher	4	OUI	NON	NON	NON	Terrain de basketball, Skate-Park
Parc Richard Schwartz	4	OUI	OUI	NON	OUI	Jardin communautaire
Parc Edward J. Kirwan	5	OUI	OUI	OUI	OUI	Sentier de marche autour du parc, jardin communautaire, terrains de baseball, terrains de basket-ball.

Parcs et terrains de jeu	District	Terrain de jeu	Jeux d'eau accessible	Chalet pour activités (y compris toilettes accessibles)	Bloc sanitaire accessible	Autres caractéristiques
Parc Yitzhak Rabin	5	OUI	OUI	OUI	OUI	Pataugeoire
Parc Joshua Ezekiel Alexander	5	OUI	NON	NON	NON	
Parc Glenn J Nashen	6	OUI	NON	NON	NON	
Parc Pierre Elliott Trudeau	6	OUI	OUI	OUI	NON	Jardin de sculptures Shalom Bloom, lac, terrains de baseball, Promenade des droits de l'homme
Parc Ruth Kovac	6	NON	NON	NON	NON	
Parc Imagination	6	OUI	NON	NON	NON	Foyer extérieur
Parc Arthur Zygielbaum	7	OUI	NON	NON	NON	
Parc Fyon	7	OUI	OUI	NON	OUI	
Parc Mitchell Brownstein	7	OUI	NON	NON	NON	
Parc Eric Helfield	7	OUI	NON	NON	NON	
Parc Nathan Shuster	8	OUI	NON	NON	OUI	Zone humide protégée



Pour le plan d'action de 2022, la ville de Côte Saint-Luc a pu retrouver son élan prépandémie et a lancé plusieurs nouvelles initiatives pour accroître l'inclusion et l'accessibilité, et ce, dans divers domaines, notamment les bâtiments, les programmes, les services et les

communications, ainsi que les politiques, la formation et la consultation. Certains projets n'ont pas été menés à terme en raison d'un manque de ressources dans certains départements, mais la majorité des initiatives ont été réalisées.

Partie 1—BÂTIMENTS, INSTALLATIONS, ESPACES PUBLICS, INFRASTRUCTURES			
Obstacle	Action	Service responsable	Achèvement
Le bloc sanitaire dans le terrain de jeu Allan J. Levine n'est pas accessible en fauteuil roulant.	Démolition et reconstruction d'un bloc sanitaire accessible	Ingénierie et Loisirs	Complété
Le terrain de jeu Allan J. Levine n'est pas accessible.	Aménagement de nouveaux sentiers, ajout d'une aire de jeu et de jeux d'eau pour les enfants ayant des capacités différentes, avec surface accessible	Ingénierie et Loisirs	Complété
Le parc Kirwan n'est pas accessible.	Rénovation complète du parc Kirwan, entre autres en aménageant de larges sentiers asphaltés, un nouveau chalet entièrement accessible et des terrains de basketball	Ingénierie et Loisirs	Complété
Les escaliers peuvent représenter une difficulté pour les personnes ayant une déficience visuelle.	Installation d'une signalisation visuelle contrastante pour identifier clairement le nez des marches (accès au 2 ^e étage)	Loisirs	Complété
Les distributeurs de savon à main sont trop hauts pour les personnes en fauteuil roulant.	Abaissement des distributeurs de savon à main au CCA	Loisirs	Reporté à 2024
Les distributeurs de serviettes à main sont trop hauts pour les personnes en fauteuil roulant.	Abaissement des distributeurs de serviettes à main au CCA	Loisirs	Reporté à 2024
Les crochets à vêtement sont trop hauts pour les personnes en fauteuil roulant.	Abaissement des crochets à vêtement	Loisirs	Complété
Les douches ne sont pas conformes aux normes d'accessibilité.	Installation de barres d'appui et de poignées à l'intérieur des douches adaptées – murs et portes des cabines	Loisirs	Complété
Les douches sont difficiles à utiliser pour les personnes handicapées.	Achat de chaises adaptées pour les cabines de douche du vestiaire familial	Loisirs	Complété
La signalisation n'est pas appropriée pour les personnes ayant une déficience visuelle.	Installation de panneaux d'accès sur les portes de salle de bain	Loisirs	Complété
Il se peut que certaines parties de l'hôtel de ville ne soient pas accessibles, et que nous ne soyons pas au courant de l'amplitude du manquement	Obtenir une évaluation professionnelle de l'accessibilité du bâtiment de l'hôtel de ville.	Direction générale	Complété
Il n'existe pas de plan indiquant où et comment l'accessibilité de nos parcs sera améliorée.	Création d'un plan quinquennal pour les petits parcs, avec une section où seront précisées les étapes pour les rendre plus accessibles.	Direction générale/Loisirs/Travaux publics	Complété

Partie 1—BÂTIMENTS, INSTALLATIONS, ESPACES PUBLICS, INFRASTRUCTURES

Obstacle	Action	Service responsable	Achèvement
La ville n'est pas au courant des meilleures pratiques et normes en matière d'accessibilité des espaces publics.	Inviter un expert en accessibilité au comité des espaces publics pour une sensibilisation accrue aux meilleures pratiques.	Direction générale	Reporté à printemps 2024
Les personnes ayant une déficience visuelle peuvent ne pas remarquer les murs et les portes en verre.	Achat d'adhésifs de repérage de verre pour les murs et les portes	Bibliothèque	Complété
Les toilettes de la bibliothèque peuvent nécessiter des améliorations pour améliorer l'accessibilité.	Création d'un plan de modifications en préparation du budget de 2023	Bibliothèque	Reporté à automne 2024
La bibliothèque pourrait ne pas répondre aux normes d'accessibilité.	Obtenir une évaluation professionnelle de la bibliothèque	Direction générale	Complété
Les programmes ne sont pas accessibles aux personnes malentendantes.	Installation d'une boucle d'induction à l'auditorium	Bibliothèque	En attente jusqu'à l'installation de nouveaux équipements pour évaluer la compatibilité. Reporté jusqu'en 2023.
Les programmes de la bibliothèque ne sont pas accessibles aux personnes à mobilité réduite.	Installation de la diffusion simultanée en direct des programmes de la bibliothèque	Bibliothèque/Communications	Les programmes peuvent maintenant être vu en diffusion continue et le système de diffusion sera amélioré en 2023 avec l'achat d'équipement additionnel.
La programmation pour les enfants devrait être inclusive et accessible à tous.	Formation du personnel et mise en place de mesures d'aide pour être plus inclusif et offrir au moins 2 programmes accessibles par année.	Bibliothèque	Complété
Les personnes ayant un handicap visuel éprouvent des difficultés à traverser la rue aux principales intersections.	Ajout automatique de plaques podotactiles aux coins des trottoirs au fur et à mesure que les réfections de trottoir sont réalisées.	Ingénierie	Quand nous remplacerons des sections de coin, nous ajouterons les plaques au contrat annuel pour les trottoirs. En cours.
Les personnes ayant un handicap visuel éprouvent des difficultés à traverser la rue.	Création d'un plan de signalisation sonore pour piétons et consultation auprès du CIUSSS et du Centre Mackay pour en confirmer la pertinence	Ingénierie	Complété
Les personnes ayant un handicap visuel ont de la difficulté à traverser l'intersection.	Ajout d'un signal sonore pour piétons à l'intersection Cavendish/L'Avenue	Ingénierie	Complété
Les signaux pour piétons ne sont pas toujours pleinement accessibles.	Création d'un répertoire des signaux pour piétons et de leur accessibilité	Ingénierie	Complété
L'eau potable peut ne pas être disponible et accessible dans tous les parcs.	Ajout de fontaines pour rendre l'eau accessible dans 10 parcs	Ingénierie	Cinq fontaines ajoutées en 2022, cinq autres en 2023

Partie 1—BÂTIMENTS, INSTALLATIONS, ESPACES PUBLICS, INFRASTRUCTURES

Obstacle	Action	Service responsable	Achèvement
Le parc Kirwan n'était pratiquement pas accessible de quelque manière que ce soit.	Rénovation complète du parc Kirwan, avec toilettes, sentiers et terrain de jeu accessibles	Ingénierie	Terminé, sauf qu'une section du sentier ne peut être achevée tant que la clôture de baseball n'est pas réparée.
Les toilettes du parc ne sont pas entièrement accessibles.	Construction de toilettes accessibles au parc Rembrandt, notamment en élargissant les portes, en changeant les toilettes, en ajoutant des boutons pour handicapés et en abaissant les lavabos.	Travaux publics	Complété
Le chalet dans le parc n'est pas accessible.	Rendre l'extérieur du Chalet Rembrandt accessible en ajoutant une rampe et un bouton-poussoir, et en remplaçant la porte.	Travaux publics	En cours
Les toilettes dans le parc sont complètement inaccessibles.	Rénovation complète des toilettes du parc McDowell, avec ajout d'une rampe, élargissement des portes, changement des toilettes, ajout de boutons pour handicapés et abaissement des lavabos.	Travaux publics	Complété
La surface de jeu n'est pas accessible.	Remplacement du sable par une surface de caoutchouc dans l'aire de jeu du parc McDowell	Travaux publics	Le projet a été indéfiniment reporté en raison de l'éventualité d'un réaménagement du parc.
Les salles de bain du parc sont complètement inaccessibles.	Remplacement de la salle de bain unique et inaccessible du parc Shuster par une salle de bain double accessible.	Travaux publics	Complété
Les boutons-poussoirs pour handicapés de l'entrée principale ne fonctionnent plus depuis longtemps.	Remplacement des boutons-poussoirs des portes de l'hôtel de ville	Travaux publics	Complété
Il peut être difficile de s'orienter dans l'hôtel de ville pour les personnes ayant une déficience visuelle.	Création d'un plan pour les enseignes de bureau en braille	Affaires publiques et Communications	Reporté à automne 2024
Il n'y a que des escaliers pour entrer dans le bâtiment de la Protection civile et ils ne sont pas accessibles.	Commande d'une solution d'accessibilité pour l'entrée du 8100 chemin de la CSL	Protection civile/Ingénierie	Complété
Il est difficile de bien entendre au comptoir d'accueil de l'hôtel de ville.	Installation de microphones au comptoir d'accueil	Service des finances	Options explorées, mais pas encore achevées.

Partie 2—SERVICES, PROGRAMMES, COMMUNICATIONS

Obstacle	Action	Service responsable	Achèvement
Les groupes communautaires, les institutions et les résidences ne sont pas tous au courant du rapport et du plan d'action.	S'assurer que le rapport et le plan d'action sont diffusés auprès de ces groupes	Direction générale	Complété
Les ordinateurs publics offrent un accès limité pour les personnes à mobilité réduite et les personnes ayant un handicap auditif ou visuel.	Acheter des claviers à gros caractères, des touches autocollantes, des souris à boule de commande et évaluer la possibilité de créer un poste de travail accessible avec des logiciels d'assistance approprié.	Bibliothèque	Complété
Les mesures d'aide sont insuffisantes pour les personnes ayant un handicap visuel.	Acheter des loupes portatives, améliorer l'éclairage dans la section Gros caractères, déplacer la télévision en circuit fermé vers un endroit plus accessible et plus approprié	Bibliothèque	Complété
Les clients malentendants ont souvent de la difficulté à communiquer avec le personnel.	Offrir au personnel une formation poussée en langue des signes; étudier et proposer l'achat d'un système de boucle à induction pour les points de service	Bibliothèque	Un membre du personnel a suivi un cours de langues des signes de niveau 2. L'étude sur l'achat d'un système de boucle à induction pour les points de service est reportée à 2023.
Les personnes ayant une déficience visuelle qui ont également des problèmes de mobilité ignorent souvent l'existence de nouveaux documents en gros caractères.	Inclure les listes imprimées de nouveaux livres en gros caractères et de livres audio dans les sacs de livraison du service de bibliothèque à domicile	Bibliothèque	Complété
Les outils de communication en ligne peuvent contenir des informations qui ne sont pas accessibles aux personnes ayant un handicap visuel.	Évaluer le site Web de la bibliothèque en fonction des normes disponibles et faire des recommandations	Bibliothèque	Complété
La communauté des personnes handicapées n'est pas nécessairement au courant de l'existence des services adaptés de la bibliothèque.	Créer une page Web présentant les services disponibles sur le site de la bibliothèque	Bibliothèque	Complété
Peu de matériel imprimé pour les enfants ayant des difficultés à lire	Acheter des livres « Hi-Lo » et des romans pour débutants en gros caractères	Bibliothèque	Complété
Les personnes ayant un handicap visuel peuvent ne pas savoir comment accéder aux collections nationales en braille.	Sur le site Web de la bibliothèque, donner de l'information sur la façon d'accéder aux collections du CAÉB et de Bookshare	Bibliothèque	Complété
Les personnes ayant un handicap visuel ont de la difficulté à voir les titres sur les étagères du haut.	Retirer tous les livres des étagères les plus hautes	Bibliothèque	Complété

Partie 2—SERVICES, PROGRAMMES, COMMUNICATIONS

Obstacle	Action	Service responsable	Achèvement
Les personnes ayant un handicap visuel ont de la difficulté à écouter les audiolivres avec plusieurs CD.	Acheter davantage de MP3	Bibliothèque	Ne peut être complété. Les MP3 ne sont plus disponibles à la vente. Une alternative a été trouvée pour fournir des Kobos pré-téléchargés aux utilisateurs, qui sera mise en œuvre à l'hiver 2023.
Il peut être difficile pour les personnes ayant des déficiences de trouver des ressources.	Sur le site Web, insérer un onglet <i>Information sur l'accessibilité pour les personnes handicapées</i>	Affaires publiques et Communications	Reporté à 2023
Les vidéos produites par la ville ne sont pas adaptées pour les personnes malentendantes.	Ajouter des sous-titres et/ou des médaillons LSQ aux vidéos	Affaires publiques et Communications	Complété
Le site Web peut ne pas être accessible aux personnes ayant un handicap visuel.	Vérifier que le site Web répond aux normes d'accessibilité, notamment pour qu'il puisse être lu par un lecteur vocal	Affaires publiques et Communications	Reporté à printemps 2023
Les personnes handicapées peuvent être sous-représentées dans les publications de la ville.	Inclure des personnes handicapées dans une variété de communications	Affaires publiques et Communications	Complété
Le guide des loisirs peut être difficile à lire pour les personnes malvoyantes.	Actualiser la mise en page du guide des loisirs afin de respecter les meilleures pratiques en matière d'accès par lecteur d'écran	Affaires publiques et Communications	Non achevé Reporté à 2023

Partie 3—POLITIQUES D'INCLUSION, FORMATION ET CONSULTATION

Obstacle	Action	Service responsable	Achèvement
La Ville ne sait pas si son personnel connaît la Langue des signes québécoise (LSQ).	Ajouter à la grille d'entrevue si les candidats parlent couramment la LSQ et garder une liste à jour de ceux qui le font.	Ressources humaines	Complété
Nous ne joignons peut-être pas les employés potentiels ayant une incapacité.	Élargir les sources de recrutement aux agences de placement afin d'atteindre les personnes handicapées	Ressources humaines	Non achevé Reporté à automne 2023
Le personnel n'a jamais reçu de formation de sensibilisation aux handicaps.	Trouver un spécialiste qui peut offrir cette formation et organiser au moins une séance de formation	Ressources humaines	Non achevé Reporté à 2023
Beaucoup d'espaces de travail ne sont pas physiquement adaptés aux personnes handicapées.	Revoir l'évaluation de l'hôtel de ville et de la bibliothèque réalisée par Kéroul	Ressources humaines	Complété
Le personnel ne sait pas toujours comment interagir de manière adéquate avec les personnes neurodivergentes.	Fournir une formation au personnel pour qu'il apprenne à mieux accueillir et servir les personnes neurodivergentes	Ressources humaines	Non achevé Reporté à 2023

Partie 3—POLITIQUES D'INCLUSION, FORMATION ET CONSULTATION

Obstacle	Action	Service responsable	Achèvement
Le personnel ne connaît pas nécessairement les meilleures pratiques en matière de lieux de travail inclusifs.	Participer à une séance de formation sur la création de milieux de travail inclusifs	Ressources humaines	Non achevé Reporté à 2023
Les personnes handicapées ont besoin d'un forum pour être spécifiquement consultées sur la façon d'envisager une ville inclusive dans le cadre du plan directeur.	Inviter la communauté des personnes handicapées et leurs aidants à participer à un groupe de discussion, notamment en ce qui concerne le plan directeur	Direction générale	Complété
L'accessibilité n'est pas systématiquement prise en compte dans les discussions sur l'espace public.	Créer une section sur l'accessibilité dans la Politique sur les espaces publics	Direction générale	Incomplet— Estimation de l'achèvement de l'ensemble de la politique 2024
Il n'y a aucun moyen de s'assurer que les événements communautaires (hors ville) sont accessibles	Ajouter une section 'Caractéristiques d'admissibilité' au formulaire destiné aux événements communautaires	Direction générale	Complété
Tous les employés ne savent pas que nous avons un plan d'action et l'accessibilité n'est pas au premier plan dans l'esprit de gens.	S'assurer de l'envoi d'une communication aux employés pour les informer de l'existence d'un plan d'action et de l'engagement de la ville à poursuivre sa mise en œuvre.	Direction générale	Complété
Aucun moyen n'est en place pour s'assurer que tous les contrats et les achats prennent en compte l'accessibilité.	Réviser le règlement de gestion contractuelle pour le rendre conforme au Décret 655-2021 et au <i>Guide pour l'élaboration du plan d'action annuel à l'égard des personnes handicapées</i> , 2 ^e éd.	Conseil général (Service des achats)	Reporté—à être complété en décembre 2023.
Il n'y a aucun moyen de s'assurer que tous les appels d'offres prennent en compte l'accessibilité.	S'assurer que les critères relatifs à l'accessibilité sont inclus dans tous les documents d'appel d'offres.	Conseil général (Service des achats)	Reporté—à être complété en décembre 2023.
Le personnel a besoin d'une mise à jour sur les meilleures pratiques liées au design de rues accessibles pour tous.	Donner une formation sur le design de rues accessibles pour tous.	Ingénierie	Reporté— formation prévue pour tous à l'automne 2023.
Il arrive que les places de stationnement pour handicapés ne soient pas entièrement libres.	Établir une politique pour le déneigement prioritaire des places pour handicapés dans les stationnements municipaux	Travaux publics	En cours
Les résidents handicapés peuvent ne pas recevoir du personnel administratif le même niveau de service que les autres.	Donner une formation au personnel administratif sur la façon d'adapter les services aux personnes handicapées	Protection civile	Reporté à 2023
La liste d'inscriptions volontaires du SIM pour les personnes handicapées en cas d'urgence n'est peut-être pas à jour.	Lancer une campagne annuelle pour rappeler aux résidents de s'inscrire sur la liste	Protection civile/ Directeur des communications	Complété en 2022, sera effectué sur une base annuelle

Cette section se divise en trois grands volets :

Volet 1—Bâtiments, installations, espaces publics et infrastructures

Volet 2—Services, programmes et communications

Volet 3—Politiques d'inclusion, formation et consultation

VOLET 1—BÂTIMENTS, INSTALLATIONS, ESPACES PUBLICS ET INFRASTRUCTURES

Ce volet du plan d'action porte sur l'environnement bâti qui est utilisé par le public :

- a. Bâtiments, installations et terrains municipaux
- b. Parcs, terrains de jeu, espaces verts et jeux d'eau de la municipalité
- c. Rues, trottoirs et terrains de stationnement

Partie 1—BÂTIMENTS, INSTALLATIONS, ESPACES PUBLICS, INFRASTRUCTURES			
Obstacle	Action	Service responsable	Échéance
La ville n'est pas d'information concernant les besoins en logement des personnes neurodiverses	Rencontrer des organisations qui se concentrent sur le logement pour les communautés neurodiverses	Direction générale/ Aménagement urbain	Été 2023
Lors d'un réaménagement à grande échelle, on peut rater l'occasion de rendre l'ensemble du quartier accessible à tous.	Veiller à ce que les PPU des trois sites de réaménagement des centres commerciaux aient la conception universelle un principe directeur.	Direction générale/ Aménagement urbain	Automne 2023
Les vestiaires, les douches et les toilettes de la piscine extérieure ne sont pas accessibles.	Faire appel à des services professionnels pour rénover les vestiaires, les douches et les salles de bain	Ingénierie/Loisirs	Hiver 2023
Les distributeurs de savon à main sont trop hauts pour les personnes en fauteuil roulant.	Abaissement des distributeurs de savon à main	Loisirs	Repris du Plan d'action 2022 Décembre 2023
Les distributeurs de serviettes à main sont trop hauts pour les personnes en fauteuil roulant.	Abaissement des distributeurs de serviettes à main	Loisirs	Repris du Plan d'action 2022 Hiver 2023
Le mécanisme de saisie d'entrée par balayage clignote et est extrêmement lumineux, ce qui peut être problématique pour les personnes souffrant de troubles neurologiques.	Installer un mécanisme non clignotant.	Loisirs	Automne 2023

Partie 1—BÂTIMENTS, INSTALLATIONS, ESPACES PUBLICS, INFRASTRUCTURES

Obstacle	Action	Service responsable	Échéance
La zone située de l'entrée du service des avant Loisirs est inégale, ce qui représente un risque pour les personnes en fauteuil roulant.	Aplanir la zone ou refaire la pose de pierres.	Loisirs	Été 2023
Il n'y a pas de toilettes accessibles dans le parc.	Installer des toilettes accessibles dans le parc Mitchell Brownstein.	Travaux publics	Été 2023
Les toilettes du parc sont inaccessibles.	Installer une salle de bains accessible dans le parc Fletcher	Travaux publics	Automne 2023
Il n'y a pas de sentier dans le parc et il est difficile pour les personnes à mobilité réduite de marcher sur l'herbe.	Créer un chemin pavé dans le parc Joshua Ezekiel Alexander	Travaux publics	Automne 2023
La ville n'est pas au courant des meilleures pratiques et normes en matière d'accessibilité des espaces publics.	Inviter un expert en accessibilité au comité des espaces publics pour une sensibilisation accrue aux meilleures pratiques.	Direction générale	Repris du Plan d'action 2022 Été 2023
Les programmes ne sont pas accessibles aux personnes malentendantes.	Installation d'une boucle d'induction à l'auditorium	Bibliothèque	Repris du Plan d'action 2022
Les programmes de la bibliothèque ne sont pas accessibles aux personnes à mobilité réduite.	Installation de la diffusion simultanée en direct des programmes de la bibliothèque	Bibliothèque/ Communications	Repris du Plan d'action 2022
Il peut être difficile de s'orienter dans l'hôtel de ville pour les personnes ayant une déficience visuelle.	Création d'un plan pour les enseignes de bureau en braille	Affaires publiques et Communications	Hiver 2024
Il est difficile de bien entendre au comptoir d'accueil de l'hôtel de ville.	Installation de microphones au comptoir d'accueil	Service des finances	Repris du Plan d'action 2022 Automne 2023



Volet 2—SERVICES, PROGRAMMES ET COMMUNICATIONS

Ce volet comprend trois catégories principales en matière d'accessibilité :

- a. **Services**—Nous examinerons comment les services sont fournis aux personnes handicapées, que ce soit en personne, par téléphone, en ligne ou par d'autres moyens, et dans quelle mesure ils sont accessibles.
- b. **Programmes**—Les municipalités offrent plusieurs programmes par l'intermédiaire de différents services, et nous évaluerons dans quelle mesure ils sont adaptés.
- c. **Communications**—Il s'agit ici de notre façon de transmettre l'information aux personnes handicapées, comment elles sont représentées dans nos publications ainsi que la manière dont leurs voix sont prises en compte dans la ville. Nous vérifierons si nos canaux de communication sont accessibles ou non, et si les personnes handicapées de notre communauté connaissent les ressources à leur disposition et ce que la municipalité fait pour en améliorer l'accès.

Partie 2—SERVICES, PROGRAMMES, COMMUNICATIONS			
Obstacle	Action	Service responsable	Échéance
Les enfants handicapés ne pouvaient pas participer au programme de karaté.	Ajouter un programme de karaté adapté	Loisirs	Printemps 2023
Les enfants souffrant de troubles sensoriels ont souvent des difficultés à percevoir le son dans un lieu public, ce qui limite leur participation aux activités de la bibliothèque et leur capacité à profiter de l'espace.	Acheter des casques anti-bruit	Bibliothèque	Été 2023
Nous avons des foyers de groupe pour les résidents ayant des besoins spéciaux et nous ne les connaissons pas.	Rencontre avec Miriam Home pour évaluer les besoins.	Direction générale/Loisirs	Automne 2023
Les personnes en fauteuil roulant ne peuvent pas accéder aux terrains de pickleball.	Ajouter une rampe d'accès aux terrains de pickleball	Loisirs	Juillet 2023
Certaines personnes ont besoin d'aide pour se déplacer lorsqu'elles visitent la bibliothèque.	Acheter un fauteuil roulant	Bibliothèque	Été 2023
Les personnes souffrant de déficiences visuelles ont des difficultés à écouter les livres audio comportant plusieurs CD.	Fournir des Kobos pré-téléchargés à l'utilisateur.	Bibliothèque	Repris du Plan d'action 2022 Reporté à l'hiver 2023
Les personnes souffrant de déficiences visuelles peuvent ne pas être en mesure de lire les documents présents dans les salons (tels que les magazines).	Acheter des lampes grossissantes pour les salons	Bibliothèque	Automne 2023
Les personnes malentendantes peuvent avoir des difficultés à interagir avec le personnel dans les points de service.	Acheter un dispositif d'écoute assistée pour les points de service	Bibliothèque	Automne 2023
Les parents d'enfants handicapés peuvent ne pas avoir accès aux ressources.	Acheter de la documentation sur l'éducation des enfants handicapés et veiller à ce qu'une section soit disponible sur le site web.	Bibliothèque	Automne 2023

Partie 2—SERVICES, PROGRAMMES, COMMUNICATIONS

Obstacle	Action	Service responsable	Échéance
Les personnes handicapées peuvent être sous-représentées dans les documents destinés aux enfants.	Effectuer un audit et acheter du matériel mettant en scène des personnages handicapés.	Bibliothèque	Septembre 2023
Certains usagers ont des difficultés à transporter les documents de la bibliothèque avec les paniers qui sont à leur disposition.	Remplacer les paniers à main de la bibliothèque par des paniers à roulettes.	Bibliothèque	Été 2023
Il peut être difficile pour les personnes ayant des déficiences de trouver des ressources.	Sur le site Web, insérer un onglet <i>Information sur l'accessibilité pour les personnes handicapées</i>	Affaires publiques et Communications	Repris du Plan d'action 2022 Hiver 2023
Le site Web peut ne pas être accessible aux personnes ayant un handicap visuel.	Vérifier que le site Web répond aux normes d'accessibilité, notamment pour qu'il puisse être lu par un lecteur vocal	Affaires publiques et Communications	Repris du Plan d'action 2022 Hiver 2023
Le guide des loisirs peut être difficile à lire pour les personnes malvoyantes.	Actualiser la mise en page du guide des loisirs afin de respecter les meilleures pratiques en matière d'accès par lecteur d'écran	Affaires publiques et Communications	Repris du Plan d'action 2022 Hiver 2023



Volet 3—POLITIQUES D'INCLUSION, FORMATION ET CONSULTATION

Ce volet décrit les changements qui font toute la différence sur le plan de l'inclusion :

- a. Politiques d'inclusion**—En apportant les modifications nécessaires à nos politiques ou règlements, ou en en créant de nouvelles qui prennent en compte l'accessibilité, nous améliorons à coup sûr l'inclusion.
- b. Formation**—L'ensemble du personnel doit être formé non seulement pour être mieux sensibilisé à la manière de servir les personnes souffrant de différents handicaps, mais aussi aux meilleures pratiques telles que la conception universelle. La formation professionnelle des personnes handicapées est un autre aspect qui sera exploré dans les années à venir.
- c. Consultation**—Cela inclut des discussions avec la communauté des personnes handicapées dans toute sa diversité et avec les familles, mais aussi avec les organismes communautaires et les spécialistes du domaine.

Partie 3—POLITIQUES D'INCLUSION, FORMATION ET CONSULTATION			
Obstacle	Action	Service responsable	Échéance
Il y a un manque de logement approprié pour les personnes neurodiverses.	Appliquer les exigences de la conception universelle dans le plan directeur	Direction générale/ Aménagement urbain	Automne 2023
La ville n'est pas au courant des besoins en formation professionnelle qui pourraient venir en aide au programme d'études de l'école John Grant.	Rencontrer le conseil scolaire pour déterminer quels programmes de formation pourraient être mis en place.	Ressources humaines	Automne 2023
Nous ne joignons peut-être pas les employés potentiels ayant une incapacité.	Élargir les sources de recrutement aux agences de placement afin d'atteindre les personnes handicapées	Ressources humaines	Repris du Plan d'action 2022 Automne 2023
Le personnel n'a jamais reçu de formation de sensibilisation aux handicaps.	Trouver un spécialiste qui peut offrir cette formation et organiser au moins une séance de formation	Ressources humaines	Repris du Plan d'action 2022 Automne 2023
Le personnel ne sait pas toujours comment interagir de manière adéquate avec les personnes neurodivergentes.	Fournir une formation au personnel pour qu'il apprenne à mieux accueillir et servir les personnes neurodivergentes	Ressources humaines	Repris du Plan d'action 2022 Automne 2023
Le personnel ne connaît pas nécessairement les meilleures pratiques en matière de lieux de travail inclusifs.	Participer à une séance de formation sur la création de milieux de travail inclusifs	Ressources humaines	Repris du Plan d'action 2022 Automne 2023
Les nouveaux employés du service des Loisirs n'ont pas le même niveau de connaissance de l'accessibilité et de l'inclusion que ceux ayant reçu une formation antérieure.	Inclure dans l'orientation des nouveaux employés un module sur les normes d'accessibilité et d'inclusion.	Loisirs	Été 2023
Il se peut que les organismes qui louent des locaux ne tiennent pas compte de l'accessibilité lors de leurs événements.	Faire mention de l'accessibilité dans les contrats de location.	Loisirs	Automne 2023
Les personnes handicapées peuvent ne pas être en mesure de participer à de nombreux kiosques d'activités lors d'événements de grande envergure.	Veiller à ce que les kiosques d'activités soient accessibles lors d'événements de grande envergure organisés par la ville.	Loisirs	Été 2023

Partie 3—POLITIQUES D'INCLUSION, FORMATION ET CONSULTATION

Obstacle	Action	Service responsable	Échéance
Les personnes neurodiverses sensibles au son ne peuvent pas participer à la fête du Canada.	Remplacer les feux d'artifice de la fête du Canada par des drones.	Loisirs	Été 2023
Aucun moyen n'est en place pour s'assurer que tous les contrats et les achats prennent en compte l'accessibilité.	Réviser le règlement de gestion contractuelle pour le rendre conforme au Décret 655-2021 et au <i>Guide pour l'élaboration du plan d'action annuel à l'égard des personnes handicapées</i> , 2 ^e éd.	Conseil général (Service des achats)	Repris du Plan d'action 2022 Décembre 2023
Il n'y a aucun moyen de s'assurer que tous les appels d'offres prennent en compte l'accessibilité.	S'assurer que les critères relatifs à l'accessibilité sont inclus dans tous les documents d'appel d'offres.	Conseil général (Service des achats)	Repris du Plan d'action 2022 Décembre 2023
Le personnel a besoin d'une mise à jour sur les meilleures pratiques liées au design de rues accessibles pour tous.	Donner une formation sur le design de rues accessibles pour tous.	Ingénierie	Repris du Plan d'action 2022
Le grand public n'est pas nécessairement conscient de l'éventail des handicaps ou de la réalité des personnes ayant des capacités différentes.	Créer au moins deux présentoirs annuels sur les handicaps.	Bibliothèque	Été 2023
Les résidents handicapés peuvent ne pas recevoir du personnel administratif le même niveau de service que les autres.	Donner une formation au personnel administratif sur la façon d'adapter les services aux personnes handicapées	Protection civile	Repris du Plan d'action 2022
Les étudiants avec besoins spéciaux à John Grant (une école secondaire alternative) ont peu d'occasions d'acquérir une expérience professionnelle.	Créer des opportunités de formation professionnelle à la bibliothèque	Bibliothèque	Septembre 2023
Les non-résidents qui fréquentent l'école secondaire John Grant puis le programme d'éducation des adultes doivent payer pour s'inscrire à la bibliothèque publique CSL, ce qui constitue un obstacle à l'accès.	Étendre la gratuité de l'abonnement à la bibliothèque aux étudiants de John Grant et à ceux du programme de formation pour adultes.	Bibliothèque	Janvier 2023



Conclusion



L'an dernier, la Ville de Côte Saint-Luc a tenté de rattraper le temps perdu pendant la pandémie et s'est montrée ambitieuse lors de l'élaboration de son plan d'action 2022 visant à améliorer et à étendre l'accessibilité. Bien que nous n'ayons pas tout à fait atteint nos objectifs, nous avons tout de même réalisé une grande partie de nos actions. Pour 2023, compte tenu des nouvelles réalités économiques et de leur impact financier sur notre capacité à réaliser des projets, nous avons quelque peu réduit la portée du plan d'action, en le limitant à ce qu'il est réaliste d'accomplir. Notre mission reste toutefois inchangée et nous continuerons dans notre avancement de l'accessibilité, et ce, sur tous les fronts.



Adopté par le conseil municipal le 11 décembre 2023.

Conformément à la Loi assurant l'exercice des droits des personnes handicapées en vue de leur intégration scolaire, professionnelle et sociale.

ANNEX B

AUXILIARY EMPLOYEES - WHITE COLLARS - HIRING
 PARKS AND RECREATION DEPARTMENT
 CITY OF COTE SAINT-LUC
 LIST NAMES FROM NOVEMBER 2023
 FOR APPROVAL DECEMBER 2023 COUNCIL

NAME OF EMPLOYEE		POSITION / PROGRAM OR REPLACEMENT	TRANSFERRING FROM -	EMPLOYEE START DATE	RESIDENCY	NUMBER OF YEARS EMPLOYED IN	PERIOD FROM	TO / UNDETERMINED	NAMES SENT TO CAUCUS DURING THE PREVIOUS	HOURLY RATE	PROJECTED WEEKS OF EMPLOYMENT	WEEKLY HOURS	APPROX ANNUAL EXPENSE until end of 2023	GENERAL LEDGER CODE
Arena/Annex														
Wazana	Noam	Arena Cashier		2023-12-02	Côte Saint-Luc	1				\$15.55	20	8	\$2,488.00	02-730-00-112
Plotkin	Liam	Arena Cashier		2023-12-02	Dorval	1				\$15.55	20	8	\$2,488.00	02-730-00-112
												Sub Total:	\$4,976.00	
												Total:	\$4,976.00	

Cornelia Ziga
 Director of Recreation
 Signed C. Ziga

December 1, 2023
 Date