



ACCESSIBILITY PLAN 2026–2030

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1. Purpose

This Accessibility Plan outlines The City of Prince Albert's commitment to identifying, removing, and preventing barriers to accessibility for persons with disabilities. It aligns with the requirements of The Accessible Saskatchewan Act, which mandates municipalities to publish their first accessibility plan by December 3, 2025, and review it at least every three years. This initial plan lays out a framework for a comprehensive review of and commitment to meaningful engagement with the community and achieving intentional, achievable actions.

2. Guiding Principles

- Inclusion: Everyone should be able to participate fully in community life.
- Adaptability: Solutions must be flexible to meet diverse needs.
- Diversity: Respect for all identities and experiences.
- Collaboration: Shared responsibility across departments and partners.
- Self-determination: People with disabilities should have agency in shaping solutions.
- Universal Design: Environments and services should be usable by all.

3. Goals

3.1 Built Environment: Create accessible public buildings, parks, and infrastructure

Physical barriers exist when spaces are designed in ways that prevent or limit mobility or access. For example: hosting public events at a venue that is only accessible by stairs, parking lots with no curb cuts that make it difficult to access sidewalks, washrooms that lack accessible stalls or automatic door openers.

Achievements to date: An audit and assessment of public buildings is already underway, and results are expected before the end of 2025. The City is in the process of seeking certification for the new Lake Country Coop Leisure Centre by the Rick Hansen Foundation.

Actions for 2026-2030

- Complete assessment of key publicly facing city-owned buildings and park spaces.
- Compile list of physical barriers in buildings and prioritize actions.
- Complete assessment of externally facing infrastructure such as sidewalks, and crossings.
- Compile list of physical barriers across external infrastructure and prioritize actions.
- Incorporate joint built environment priorities, timelines, and associated budgetary implications into organizational accessibility plan.

3.2 Information & Communications: Website accessibility, signage, and public notices

Information and communications barriers exist when information or material is shared in a way that is not accessible to all people. For example: using small print that is hard to read, websites and documents that are not accessible for screen readers, videos that do not have closed captioning.

Achievements to date: All the videos the city produces have closed captioning enabled. Our website is committed to achieving WCAG 2.1 Level AA compliance across all its digital offerings. This adherence ensures that the website services are accessible to a wide range of users, including those with visual, auditory, physical, speech, cognitive, language, learning, and neurological disabilities.

Actions for 2026-2030

- Complete accessibility audit that includes all City websites, apps, digital platforms, signage, public notices and printed materials for compliance with WCAG 2.1 AA standards.
- Embed Accessibility in communications policy and internal communications guidelines.
- Provide training on:
 - Accessible document creation
 - Inclusive customer service
 - Use of assistive technologies
 - Communicating with people who are Deaf, hard of hearing, blind, or neurodivergent.
- Incorporate information and communications priorities, timelines, and associated budgetary implications into organizational accessibility plan.

3.3 Employment: Inclusive hiring practices and workplace accommodations

Attitudinal barriers exist when people act or think based on false assumptions. For example: not including persons with disabilities in decisions that impact them, making assumptions about a person's ability to communicate or do things for themselves, and avoiding a person with a disability for fear of offending them.

Achievements to date: The City has been increasing staff awareness of attitudinal barriers by providing feedback from stakeholders with lived and living experience. Accommodation plans are considered and implemented as needs are identified to ensure individuals are able to maintain employment.

Actions for 2026-2030

- Conduct employment accessibility audit.
- Update Human Resource Policies & Procedures.
- Provide training to staff and leadership.
- Develop monitoring mechanism for workplace culture.

3.4 Transportation: Accessibility of public transit and paratransit services.

People with disabilities often face significant barriers when accessing public transit, which can limit their independence, mobility, and participation in community life. These barriers include physical obstacles such as inaccessible bus stops, lack of ramps or elevators, and vehicles not equipped with proper accommodations like wheelchair lifts or priority seating. Communication challenges when transit information is not available in accessible formats, such as audio announcements for visually impaired riders or visual signage for those who are deaf or hard of hearing. Additionally, inconsistent service, limited routes, and inadequate staff training on disability awareness can further hinder access. These systemic issues contribute to social exclusion and highlight the need for inclusive, universally designed transit systems that prioritize equity and accessibility for all users.

Achievements to date: The City has introduced speakers on transit buses for audible announcements, and the TransitLive website has 'Text-To-Speech' enabled. City staff and Council members also participated in a ride-along with the Canadian National Institute for the Blind in 2025.

Actions for 2026-2030

- Complete Transit & Active Transport Accessibility Audit.
- Prioritize areas and determine timescales for action.
- Incorporate transportation priorities, timelines, and associated budgetary implications into organizational accessibility plan.

3.5 Service Delivery: Ensuring programs and services are accessible to all

Program and service barriers for people with disabilities arise when municipal services are not designed with accessibility in mind, limiting equitable participation. For example: providing recreational programming that does not take into account sensory needs, or cultural performance events that exclude individuals who are Deaf or hard of hearing because of limited acoustics or without sign language interpreters. These barriers can create significant obstacles to inclusion, independence, and engagement in community life.

Achievements to date: The City has introduced options at the EA Rawlinson Centre for the Arts to accommodate people with mobility concerns and an in-house headphone system for patrons that require hearing assistance during events. Additionally, the City has implemented Sensory Swim Times at the Lake Country Coop Leisure Centre that offers a calm, low-stimulation swim designed for individuals who prefer a quieter environment which is often beneficial for people with anxiety, sensory sensitivities or autism. A new fully accessible Jumpstart Playground was constructed at the Alfred Jenkins Field House with structured accessible programming annually offered through the City's Playground Program.

Actions for 2026-2030

- Conduct service audit to ensure all residents, regardless of ability, can access services such as: Licensing and permits, Recreation programs, Public consultations, Emergency services, Social and housing supports.
- Incorporate service delivery priorities, timelines, and associated budgetary implications into organizational accessibility plan.

3.6 Procurement: Embedding accessibility into purchasing decisions

Procurement serves as a central hub for procuring design services, selection of materials, and delivery of goods and services to the City. The City's Procurement Policy will reflect that City divisions and departments are each responsible to confirm that their procurement decisions are aligned with the City's accessibility priorities, policies and plans and Procurement will ensure that the process provides clarity and accountability on the need for each department to adhere to those accordingly.

Achievements to date: Draft Procurement Policy is prepared for approval.

Actions for 2026-2030

- Finalize new procurement policy referencing City adopted accessibility plan and goals.
- Provide training on new procurement policy for staff, specifically highlighting adherence to accessibility priorities and plan.

4. Engagement Strategy

Rather than conducting all consultations prior to publishing this plan, the City will embed ongoing engagement as a core component of implementation and lasting, sustainable change. The City is committing to:

- Establish an Accessibility Advisory Table in January of 2026.
- Conduct targeted engagement with persons with disabilities, caregivers, and service providers.
- Launch an online feedback portal for public input on accessibility barriers and solutions.
- Host community forums annually to review progress and gather input.

5. Implementation & Accountability

1. Each department will designate an Accessibility Lead to coordinate actions.
2. The City's Community Safety & Well-Being Division will oversee plan implementation, public and council accountability, and reporting.
3. A progress report will be submitted to Council bi-annually. The plan will be publicly posted and updated every three years.

6. Next Steps

1. Finalize and publish this draft plan by December 3, 2025.
2. Establish administrative working group in Quarter 1, 2026.
3. Launch accessibility advisory table in Quarter 1, 2026.