



STILL MOON ARTS

## Still Moon Arts Society

3690 Vanness Avenue, Vancouver, B.C. V5R 5B6

[www.stillmoonarts.ca](http://www.stillmoonarts.ca)

Charitable Registration # 85625 3943 RR0001

# ACCESSIBILITY PLAN

*If you have any questions or comments related to this Accessibility Plan, or how Still Moon can reduce barriers to individuals in or interacting with the organization, or would like to request an alternate format, please contact: (604) 729-9273 or [info@stillmoonarts.ca](mailto:info@stillmoonarts.ca)*

## 1. About Still Moon Arts Society

Still Moon's belief in the power of artistic experiences to move and engage people guides us as we bring together art, environment, and community in East Vancouver, with specific focus on the Renfrew-Collingwood neighbourhood and Still Creek watershed. Still Moon is a registered charity whose main areas of programming include ecological arts, environmental stewardship, and our founding annual festival, the Renfrew Ravine Moon Festival.

### Our Vision

A creative, thriving, resilient and interconnected Still Creek watershed and community.

### Our Purpose

To unlock the potential of creativity and artistic expression as pathways to transform our relationship to the history and future of the Still Creek ecosystem and each other.

### Our Mission

Still Moon Arts Society inspires a vibrant and connected Still Creek ecosystem and community by creating art, nurturing a passion for nature and celebrating the relationship between people and the land.

### Territorial Acknowledgement

We respectfully acknowledge that our programs and initiatives take place on the traditional, ancestral, and unceded territories of the Xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səíl̓wətaʔ (Tsleil-Waututh) peoples, who have been stewarding this land since time immemorial. We strive for right relations with the diverse peoples of Renfrew-Collingwood and the land and waters of the Still Creek Watershed.

## 2. Framework Guiding our Work

### Accessible BC Act

BC's Accessibility Act requires employers to establish a committee to identify barriers to individuals who are in or interacting with the organization, and then advise the organization on how to remove and prevent these barriers. The Act requires that, where possible, the committee includes individuals who have a disability or a group that represents people with disabilities, and that some of these people are Indigenous. Accessibility plans must outline how organizations will identify, remove and prevent barriers to individuals in the organization or interacting with it. In developing or updating their plan, an employer must consult with its accessibility committee and consider these principles: inclusion, adaptability, diversity, collaboration, self-determination and universal design. Accessibility plans must be made available to the public, such as on the employer's website, and must be reviewed and updated at least once every three years.

### Other Legislation

- United Nations Convention on the Rights of Persons with Disabilities
- Accessible Canada Act

### Still Moon's Core Values

Still Moon's Core Values: Honouring creative expression; Connection to land, place and seasonal cycles; Radical inclusivity.

*Radical inclusivity* has been a core value of Still Moon since its inception. This includes embracing diverse perspectives; collaboration; healing; and equity for all.

## 3. Our Approach

This plan was developed with reference to

- 1) BC's Accessibility Act (downloaded Mar 10, 2023)
- 2) © Disability Alliance BC 2023 • Developing Your First Accessibility Plan: A Guide for BC Prescribed Organizations • 2023  
(<https://bcaccessibilityhub.ca/plans/developing-a-plan/>)

The purpose of this plan is to identify, remove and prevent barriers to individuals in or interacting with the organization.

As required by BC's Accessibility Act:

In developing and updating this plan, Still Moon will:

- consider any comments received from the public, staff, or others
- consult with its accessibility committee.

This plan considers the following principles:

- inclusion;
- adaptability;
- diversity;
- collaboration;
- self-determination;
- universal design.

This plan considers the following themes:

- Employment
- Services and programs
- Built environment
- Information and communications
- Transportation
- Health
- Education
- Procurement

## 4. Still Moon's Accessibility Committee

### Purpose

1. Assist Still Moon to identify barriers to individuals in or interacting with the organization
2. Advise Still Moon on how to remove and prevent barriers to individuals in or interacting with the organization.

### Responsibilities

1. Develop an accessibility plan to identify, remove and prevent barriers to individuals in or interacting with the organization.
2. Ensure that SMAS reviews and updates its accessibility plan at least once every 3 years.

### Composition

To the extent possible, the committee will have members who are selected in accordance with the following goals:

1. At least half of the members are
  - a. persons with disabilities, or
  - b. individuals who support, or are from organizations that support, persons with disabilities;
2. The members described in point 1 above reflect the diversity of persons with disabilities in British Columbia;
3. At least one of the members is an Indigenous person;
4. The committee reflects the diversity of persons in British Columbia.

5. At least one member will be an employee of Still Moon
6. At least one member will be a member of Still Moon's Board of Directors

## 5. Our 3-Year Plan Summary

Short term: complete within 6 months of policy adoption; Medium-term: complete within 1 year of policy adoption; Long-term: complete within 2 years.

Action	Details	Timeline
Develop, publish and review accessibility plan	<p>Ensure Accessibility Plan is up to date with current practices and technologies.</p> <p>Review and monitor actions to ensure compliance as new standards are enacted</p> <p>Consider all feedback when updating plan</p> <p>The first update will be made one year after adoption of the plan; subsequent updates will be made once every three years.</p>	Medium term
Develop and deliver programs, events and services that accommodate different abilities	<p>Review existing program and assess barriers, actions, timeliness and roles to improve accessibility</p> <p>Consult Accessible Events Checklist when planning programs, services and events</p>	<p>Medium term</p> <p>Ongoing</p>
Information & Communications	<p>Ensure website meets recognized accessibility standards</p> <p>Develop communication materials that support a variety of formats and mediums</p>	<p>Long term</p> <p>Ongoing</p>
Establish a process for receiving comments from the public on a) the accessibility plan b) barriers to individuals in or interacting with the organization.	<p>Incorporate a clear and accessible feedback mechanism into our website.</p> <p>Carry out a survey to gather community comments on our accessibility plan and existing barriers.</p> <p>Ensure various options for feedback are provided to accommodate different abilities.</p>	<p>Short term</p> <p>Medium term</p> <p>Ongoing</p>

Accessibility Awareness training: provide training for staff and board members on accessible customer service and best practices for interaction with people of different abilities	Provide training for staff on mental health first aid	Long term
	Provide training for staff and board members on Accessibility legislation and best practises	Short term
	Provide training for all staff on Universal design	Medium term
	provide knowledge on how to interact and communicate with people with different types of disabilities (including communication disabilities)	Long term
Accessible program spaces	Perform an annual accessibility audit of physical program spaces	Ongoing
Funding for accessibility improvements	Research funding sources for improving accessibility, including for program and event delivery and staff training	Ongoing
Accessible employment	Perform an annual review of procedures and resources for the organization around accessible employment, including recruitment, selection, reasonable accommodation, individual accommodation, return to work, performance management and accessibility training.	Ongoing
An accessible board	Perform an annual review of procedures and resources related to accessible board membership, including recruitment, selection, reasonable accommodation, individual accommodation, and accessibility training.	Ongoing

## 6. Monitoring and Evaluation

**Monitoring:** A monitoring report will be produced on an annual basis and be delivered at the first accessibility committee meeting of the fiscal year.

**Evaluating:** The organization will conduct a review and evaluation of the accessibility plan every three years from adoption (2023). This plan will be made public on our website within 6 months of adoption.

## 7. Definitions

Accessibility means that all people can take part in their communities through work, play and other daily activities. Accessibility is important for everyone, especially people with disabilities. Accessibility is about removing barriers and increasing inclusion and independence for everyone.

## 8. Resources

### BC's Accessibility Act

- Developing Your First Accessibility Plan: A Guide for BC Prescribed Organizations: <https://bcaccessibilityhub.ca/plans/developing-a-plan/>
- City of Vancouver Accessible Events Checklist <https://vancouver.ca/people-programs/accessible-events-checklist-and-resources.aspx>
- Guidance on the Accessible Canada Regulations: <https://www.canada.ca/en/employment-social-development/programs/accessible-canada-regulations-guidance.html>
- A Practical Handbook on Accessible Graphic Design: <https://www.rgd.ca/resources/accessibility/access>
- W3C Accessibility Standards: <https://www.w3.org/WAI/standards-guidelines/>
- Universal Design: <https://www.rickhansen.com/news-stories/blog/universal-design-101>

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