



CITY COUNCIL

Wednesday, May 20, 2026
1:00 PM

Henry Baker Hall, Main Floor, City Hall

Pursuant to section 16(11.1) of *The Procedure Bylaw, Bylaw No. 9004*, no new delegations registering to appear in person/teleconference will be accepted. Written submission only will be accepted for the following tabled items:

- **MN26-5 Accessibility Advisory Committee Recommendation Process**
- **MN26-6 Infrastructure Protection; and**
- **MN26-7 Return to Office Work**



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**Agenda
City Council
Wednesday, May 20, 2026**

Consent agenda items noted in “Blue Font” will be voted on by City Council as a single item with no discussion or debate, with the following exceptions:

- **a citizen registers to speak as a delegation on a consent agenda item; and/or**
- **a member of Council notifies the Chair that they wish to have an item on the consent agenda removed from the list for further discussion and/or debate at the meeting.**

Citizens who wish to register to speak or only provide a written submission to an item on the meeting agenda may do so by visiting Regina.ca/register and submitting a completed registration form together with a written submission before the registration deadline of 12:00 p.m. on Tuesday, May 19, 2026. If you require assistance with the delegation registration form, please contact us at 306-777-7262 before the registration deadline.

Confirmation of Agenda

Adoption of Minutes

Minutes of the meeting held May 6, 2026.

PUBLIC HEARING AND PUBLIC NOTICE BYLAWS AND RELATED REPORTS

CR26-55 Zoning Bylaw Amendment – 834 Broadway Avenue

Recommendation

That City Council:

1. Approve the application to amend The Regina Zoning Bylaw, 2019 by:
 - a. Rezoning the property located at 834 Broadway Avenue, as shown in Appendix A-2 – Zoning, and legally described as Lots 15 and 16 – Blk/Par 18 – Plan U2439 Ext 0, from RU – Residential Urban Zone to RL – Residential Low-Rise Zone



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and add the HT – Height Overlay Zone, with an 8.5 metre height limit.

b. Amending Zoning Map 2887(A) and 2887(B) accordingly (per 1[a]).

2. Instruct the City Solicitor to prepare the necessary bylaw amendments to give effect to the recommendations to be brought forward following approval of the recommendations by City Council and the required public notice.

2026-31 The Regina Zoning Amendment Bylaw 2026 (No. 5)

CR26-56 Concept Plan & Zoning Bylaw Amendment – 500 N Courtney Street

Recommendation

That City Council:

1. Approve the revised *Coopertown Concept Plan*, included within this report as Appendix E – Proposed Concept Plan.
2. Approve the application to amend *The Regina Zoning Bylaw, 2019* by:
 - a. Rezoning the property located at 500 N Courtney Street, as shown in Appendix A-1 – Location, and legally described as SE¼ 4-18-20-W2, to various zones, as shown in Appendix G – Zoning (Proposed).
 - b. Amending Zoning Maps 2092(A), 2292(A), 2293(A) accordingly (per 2[a]).
3. Amend *Design Regina: The Official Community Plan, Bylaw No. 2013-48* by adding, as the 4th bullet, the following guideline to Policy 7.1.9 of Appendix A:

“Within NEW NEIGHBOURHOODS, collector streets should prioritize *medium density* residential, *high density* residential, or mixed-use land uses, and should be designed to avoid single lot vehicular access.”
4. Instruct the City Solicitor to prepare the necessary bylaw(s) to give effect to the recommendations to be brought forward following approval of the recommendations and the required public notice.

2026-32 Design Regina - The Official Community Plan Amendment Bylaw, 2026 (No. 3)



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2026-33 The Regina Zoning Amendment Bylaw, 2026 (No. 6)

TABLED MOTIONS AND RELATED DELEGATION AND COMMUNICATION

DE26-55 Ian Cantello, Regina Civic Middle Management Association, Regina, SK

CP26-29 Judith Veresuk, Regina Downtown Business Improvement District, Regina, SK

MN26-7 Return to Office Work

Recommendation

That City Council direct Administration to:

1. Mandate that all City employees in positions designated as in-office or hybrid return to full-time, in-office work by August 21, 2026, unless otherwise approved by executive leadership for operational, medical, or accommodation-related reasons, and direct departments to ensure appropriate workspace readiness;
2. Communicate this requirement clearly and promptly to all employees, including expectations, timelines, and applicable exemptions; and
3. Notwithstanding the mandate outlined in #1 above, direct Administration to report back to City Council if a significant financial impact greater than \$250,000 is identified as a result of return back to work mandate, outlining the associated impact(s).

MN26-5 Accessibility Advisory Committee Recommendation Process

Recommendation

That City Council

1. Direct the City Clerk to bring forward a revised "*Schedule 'B', Table 1 Accessibility Advisory Committee*" contained in Bylaw No. 2009-4 *The Committee Bylaw* (the Bylaw), to:
 - a. Consider adding the following revisions to Schedule B, Table 1, Section 3 of the Terms of Reference:
 - i. Any decision that would decrease the accessibility and utility of environments, programs and services to be usable by all



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people, as defined by the rules of universal design, barrier-free design, 7 guiding principles of *The Accessible Canada Act* and 6 guiding principles of *The Accessible Saskatchewan Act*;

- ii. Master Plans;
- iii. Design, building or procurement standards;
- iv. Regina parking bylaws and standards;
- v. Regina event and event grant policies;
- vi. List of capital infrastructure priorities for accessibility;

b. Consider amending Schedule B, Table 1, Section 5 of the Committee Composition as follows:

- i. increase the total number of voting members from 11 to up to 15;
 - ii. if after appointing members based on the criteria outlined in clause 5 (a) of the Bylaw, there are still positions available, a preference for members from the general public who hold a Rick Hansen Foundation Accessibility Certification or equivalent;
2. Direct Administration to work with the Accessibility Committee to create and recommend measurable benchmarks for the Regina Strategic Plan value of “IDEA” Inclusion, Diversity, Equity and Accessibility;
 3. Direct the City Clerk to bring the citizen appointment matrix for citizen nominations to Committees of Council to the Accessibility Advisory Committee for its review; and
 4. Refer the consideration of honorariums for appointed citizen members to the Accessibility Advisory Committee at a rate of \$50 per meeting attended, and any related impacts, to the 2027 City Council budget deliberations.

MN26-6 Infrastructure Protection

Recommendation

That City Council direct Administration to:

1. Engage and collaborate with the Ministry of Government Relations and the City of Saskatoon to review existing legislative, regulatory, and bylaw authorities related to over height vehicle enforcement and infrastructure damage recovery;



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2. Examine and evaluate fine, penalty, and cost recovery options—including escalating fines, administrative penalties, and restitution mechanisms—that may be applied to both commercial drivers and carrier companies whose vehicles strike overpasses or bridges due to non-compliance with height, permitting, or routing requirements;
3. Assess the feasibility of harmonizing municipal and provincial enforcement tools to improve consistency, deterrence, and recovery of repair costs across Saskatchewan jurisdictions; and
4. Report back to Council by Q4 2026 with findings, recommendations, and, where appropriate, proposed policy or bylaw amendments aimed at reducing overpass strikes, improving compliance, and protecting public infrastructure.

COMMITTEE REPORTS
EXECUTIVE COMMITTEE

CR26-58 Appointments to Regina Downtown Business Improvement District Board of Directors

Recommendation

That City Council approve the following appointments to the Regina Downtown Business Improvement District Board of Directors for a term of office indicated as follows:

Tyler Campbell	May 20, 2026 to December 31, 2026
Darren Potter	May 20, 2026 to December 31, 2026
Oz Weaver	May 20, 2026 to December 31, 2026

CR26-59 2025 Review of Outstanding Items

Recommendation

That City Council direct the City Clerk to remove the following items from the List of Outstanding Items (OI List) for City Council, as outlined below in Appendix A:

Item
Subject

CR24-93	Transportation Master Plan Progress Report
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MN24-9	City of Regina Flag and Proclamation Policy
CR24-137(2)	2025 Council and Committee Meeting Calendar
CR24-115(2)	kâ-nâsihtikawin
MN25-9	Reconsideration of item CM25-3 2025 Proposed Budget
–	Amendment #19 – Reduce Expenditures
by \$1.55 m	
CR23-97	Lead Service Connection Management Update
CR25-18(5)	Recycling Stewardship Program Changes
CR24-45(2)	Parks Master Plan
CR24-50(1)	Heritage Designation Removal Request - 2301 15th Avenue
MN24-13(3)	Creative City Centre Funding
CR24-108	Zoning Bylaw Amendment, Official Community Plan
Amendment & Queen St	Discretionary Use - 4125 & 4129
CM24-14(2)	Housing Supply and Revitalization Initiatives Update
MN25-5(2)	Playground Accessibility
MN25-5(3)	Playground Accessibility
MN25-8(3)	Food Security Initiative
CR24-32(3)	Vision Zero Road Safety Framework
CR24-39(2)	Regina Accessibility Plan
CR24-100(3)	Request to Seek an Increase in the Debt Limit
MN24-13(2)	Creative City Centre Funding
CR24-113(4)	MN24-5 Reserve Fund Policy
CR24-113(5)	MN24-5 Reserve Fund Policy
CR24-113(6)	MN24-5 Reserve Fund Policy
CR24-116(1)	Multi-Year Budgeting and Timeline
CR24-131(1)	Water Network Expansion Project Debt Financing
CM25-3(A19)	2025 Proposed Budget
CR25-73(2)	Permanent Emergency Shelter Update
CR25-74(3)	Noise Attenuation Policy Update
CM25-12	2026-2027 Preliminary Service Forecast - Governance, Enabling Services
Leadership & CM25-14	2026-2027 Preliminary Service Forecast - Public Facing Services
CR25-123(2)	2025 Reserve Review
MN25-16(2)	City's Tax and Assessment System (TAS) Software Upgrade and Enhancement



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CR26-60 Amendments to The Code of Ethics Bylaw – Part 1

Recommendation

That City Council:

1. Approve the amendments to *Bylaw No. 2017-4*, being *The Code of Ethics Bylaw, 2017* that are outlined in Appendix A to come into effect on passage of the amending Bylaw;
2. Approve the inclusion of mandatory training for 2SLGBTQIAP+ and Accessibility Awareness for City Council members in section 14.2 of the amendments to *The Code of Ethics Bylaw*; and
3. Instruct the City Solicitor to prepare the necessary bylaw amendments to *Bylaw No. 2017-4* being *The Code of Ethics Bylaw, 2017* as outlined in Appendix A, to be brought forward to the meeting of City Council following approval of these recommendations by Council.

CR26-61 Code of Ethics Bylaw Amendments Report No. 2

Recommendation

That City Council:

1. Approve the amendments to *Bylaw No. 2017-4*, being *The Code of Ethics Bylaw, 2017* consistent with and substantially in the form as outlined in Appendix A to come into effect on passage of the amending Bylaw;
2. Instruct the City Solicitor to prepare the necessary bylaw amendments to *Bylaw No. 2017-4* being *The Code of Ethics Bylaw, 2017* substantially in the form outlined in Appendix A, to be brought forward to a future meeting of City Council following approval of these recommendations by Council; and
3. Delegate authority to the City Solicitor to negotiate and approve any required amendments to the City's current agreement with the Integrity Commissioner to include conflicts of interest if that change is approved.

[CR26-62 Accessibility Plan One Year Update](#)

Recommendation

That City Council receive and file this report.



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NOTICE OF MOTION

MN26-8 Nomination to the Federation of Canadian Municipalities (FCM) Board of Directors

Recommendation

THEREFORE BE IT RESOLVED that Regina City Council:

1. Endorse Councillor Victoria Flores to stand for election on Federal Canadian Municipalities' (FCM) Board of Directors, for the period starting in June 2026 and ending June 2028; and
2. Assume all costs associated with Councillor Victoria Flores attending FCM's Board of Directors meetings.

Adjournment

AT REGINA, SASKATCHEWAN, WEDNESDAY, MAY 6, 2026

AT A MEETING OF CITY COUNCIL

AT 1:00 PM

These are considered a draft rendering of the official minutes. Official minutes can be obtained through the Office of the City Clerk once approved.

Present: Mayor Chad Bachynski, in the Chair
Councillor Clark Bezo
Councillor Mark Burton
Councillor Victoria Flores
Councillor David Froh
Councillor Jason Mancinelli
Councillor Shobna Radons
Councillor Dan Rashovich
Councillor George Tsiklis
Councillor Sarah Turnbull
Councillor Shanon Zachidniak

Also in Attendance: Acting City Manager, Jim Nicol
Acting City Clerk, Amber Ackerman
Acting Deputy City Clerk, Martha Neovard
Acting City Solicitor, Cheryl Willoughby
Deputy City Manager, City Planning & Community Services, Deborah Bryden
Deputy City Manager, Communications, Service Regina & Tourism, Jennifer Johnson
Acting CFO/Deputy City Manager, Jeff May
Director, Land, Real Estate & Economic Development, Chad Jedlic

CONFIRMATION OF AGENDA

Councillor Jason Mancinelli moved, seconded by Councillor George Tsiklis, AND IT WAS RESOLVED, that the agenda for this meeting be approved, at the call of the Chair, with the following adjustments:

- **ADD the registered List of Delegations;**
- **WITHDRAW Delegation DE26-52 Patrick Book, Regina, SK from Item CR26-44 REAL - Brandt Proposal and add their written communication as CP26-29;**
- **ADD Delegation Thomas Benjoe, Regina, SK as DE26-56 to Item CR26-44 REAL - Brandt Proposal; and**
- **REMOVE report CM26-4 Waste Management Bylaw Supplementary Report from the Consent Agenda, as this item was not previously considered at a main Committee of Council**

ADOPTION OF MINUTES

Councillor Dan Rashovich moved, seconded by Councillor Victoria Flores, AND IT WAS RESOLVED, that the minutes for the meeting held on April 22, 2026 be adopted, as circulated.

CONSENT AGENDA

Councillor Shanon Zachidniak requested that item *CR26-49 2027/2028 Budget Process* be removed from the consent agenda.

Councillor Jason Mancinelli moved, seconded by Councillor Shanon Zachidniak AND IT WAS RESOLVED, that the following items on the consent agenda be approved:

- **CR26-45 2025 Preliminary Year-End Results**
- **CR26-46 2025 Indigenous Procurement Policy Update**
- **CR26-47 2025 Report on Forced Labour & Child Labour in Supply Chains**
- **CR26-48 Year-End Capital Expenditure Report**
- **CR26-50 Audit Recommendations Status Update**
- **CR26-51 2025 Annual Submittal - Regina Downtown Business Improvement District**
- **CR26-52 2025 Annual Submittal - Regina's Warehouse Business Improvement District**
- **CR26-53 2025 Annual Submittal - Economic Development Regina Inc.**

CR26-45 2025 Preliminary Year-End Results

Recommendation

That City Council:

1. Approve in compliance with the direction of City Council at the meeting of November 19, 2025 (*CR25-144 - City of Regina's Role in Well-Being and Homelessness*) the request to transfer approximately \$1.30 million to the General Fund Reserve (GFR) being balance of unspent budgeted expense for Community Development from the dissolved Community & Social Impact Regina (CSIR) available for allocation to external organization to lead the operations of a street and encampment initiative; and
2. Approve the request to transfer approximately \$4.99 million from the GFR to fund the City of Regina's (City) 2025 General Operating Fund deficit of 0.8 per cent.

CR26-46 2025 Indigenous Procurement Policy Update

Recommendation

That City Council receive and file this report.

CR26-47 2025 Report on Forced Labour & Child Labour in Supply Chains

Recommendation

That City Council:

1. Approve the 2025 Report on Forced Labour & Child Labour in Supply Chains pursuant to the *Fighting Against Forced Labour & Child Labour in Supply Chains Act* appended as Appendix A to this report;
2. Delegate authority to the City Manager to sign the attestation confirming that the information in this report is accurate, complete, and has been compiled with due diligence for the 2025 reporting year; and
3. Direct the Corporate Controller to file the 2025 Report on Forced Labour & Child Labour in Supply Chains with the Minister of Public Safety and Emergency Preparedness in accordance with Section 11(1) of *The Fighting Against Forced Labour & Child Labour in Supply Chains Act*.

CR26-48 Year-End Capital Expenditure Report

Recommendation

That City Council receive and file this report.

CR26-50 Audit Recommendations Status Update

Recommendation

That City Council direct the City Internal Auditor to report quarterly to the Audit and Finance Committee, beginning in Q4 2026, through a one-page dashboard, detailing progress against the Annual Audit Plan.

CR26-51 2025 Annual Submittal - Regina Downtown Business Improvement District

Recommendation

That City Council receive and file this report.

CR26-52 2025 Annual Submittal - Regina's Warehouse Business Improvement District

Recommendation

That City Council receive and file this report.

CR26-53 2025 Annual Submittal - Economic Development Regina Inc.

Recommendation

That City Council authorize the Corporate Controller as the City of Regina's (City) proxy, to exercise the City's voting rights at the upcoming Economic Development Regina Inc. (EDR) Annual General Meeting as follows:

1. Approve the Audited Financial Statements for the 2025 operating year (Appendix A);
2. Approve the 2025 Annual Report (Appendix B); and
3. Approve MNP, LLP as the external auditor for EDR for 2026.

PUBLIC HEARING AND PUBLIC NOTICE BYLAWS AND RELATED REPORTS

CR26-42 Concept Plan & Zoning Bylaw Amendment – 3631 & 3855 Gee Crescent

Recommendation

That City Council:

1. Approve the revised Greens on Gardiner Concept Plan, included as Appendix D – Concept Plan (Proposed);
2. Approve the application to amend The Regina Zoning Bylaw, 2019 by:
 - a. Rezoning property located at 3631 Gee Crescent, legally described as Block BB, Plan 102241910, and property located at 3855 Gee Crescent, legally described as Block AA, Plan 102241910, from RH – Residential High-Rise Zone to RN – Residential Neighbourhood Zone.
 - b. Amending Zoning Map 3485(A) accordingly; and
3. Instruct the City Solicitor to prepare the necessary bylaw(s) to give effect to the recommendations to be brought forward following approval of the recommendations and the required public notice.

DE26-41 Kevin Reese, representing Karina Developments Ltd., Regina, SK addressed City Council.

Councillor Mark Burton moved, seconded by Councillor Jason Mancinelli that the recommendations contained in the report be concurred in.

The motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Burton
SECONDER:	Councillor Mancinelli
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

CR26-43 Street Closure - Portion of 19th Avenue Right-Of-Way

Recommendation

That City Council:

1. Approve the application to close a portion of 19th Avenue Right-Of-Way, as shown in Appendix B – Street Closure Area; and
2. Instruct the City Solicitor to prepare the necessary bylaw to give effect to the recommendations, to be brought forward following approval of the recommendations by City Council and the required public notice.

Councillor Dan Rashovich moved, seconded by Councillor Shanon Zachidniak that the recommendations contained in the report be concurred in.

The motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Rashovich
SECONDER:	Councillor Zachidniak
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

2026-28 The Regina Zoning Amendment Bylaw, 2026 (No. 4)

2026-29 Bylaw to Provide for The Closure of a Portion of 19th Avenue Right-of-Way

First Reading

Councillor Clark Bezo moved, seconded by Councillor Dan Rashovich, that Bylaws No. 2026-28 and No. 2026-29 be introduced and read a first time.

The Clerk called for anyone present who wished to address City Council respecting Bylaws No. 2026-28 and No. 2026-29 to indicate their desire.

No one indicated a desire to address Council.

The motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Bezo
SECONDER:	Councillor Rashovich
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

The Bylaws were read a first time.

Second Reading

Councillor Clark Bezo moved, seconded by Councillor George Tsiklis, that Bylaws No. 2026-28 and No. 2026-29 be introduced and read a second time.

The motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Bezo
SECONDER:	Councillor Tsiklis
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

The Bylaws were read a second time.

Third Reading Consent

Councillor Clark Bezo moved, seconded by Councillor David Froh that City Council hereby consent to Bylaws No. 2026-28 and No. 2026-29 going to third and final reading at this meeting.

The motion was put and declared CARRIED UNANIMOUSLY as required by law.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Bezo
SECONDER:	Councillor Froh
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

Third Reading

Councillor Clark Bezo moved, seconded by Councillor Mark Burton, that Bylaws No. 2026-28 and No. 2026-29 be read a third time.

The motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Bezo
SECONDER:	Councillor Burton
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

The Bylaws were read a third and final time.

PUBLIC NOTICE REPORT

CR26-44 REAL - Brandt Proposal

Recommendation

That City Council:

1. Approve the sale and lease of those portions of the REAL campus, including the lands, buildings and associated equipment as described in this report, to Brandt Properties Ltd.;
2. Delegate authority to the City Manager or their designate to negotiate a Master Purchase Agreement between Brandt Properties Ltd., the City and Regina Exhibition Association Limited consistent with the terms and conditions of the Term Sheet dated April 9, 2026, and as further described in this report, including any amendments that do not materially change what is described in this report and all ancillary agreements, instruments and documents required to give effect to the Agreement, including without limitation all assignment, assumption, lease, operating, grant, easement or restrictive covenant agreements and all related applications for subdivision, re-zoning or other required planning approvals;
3. Approve conditional support for a property tax exemption for the municipal and library portions of the taxes as described in the Discussion section (paragraph F) of this report for five years to Brandt Properties Ltd. for the Purchased and Leased Assets as defined in the Proposal, being those portions of the land located at 1700 Elphinstone Street, tax account number 10218173, as described on the assessment roll as Plan: 84R29489 Block: FF, Plan: 14513 Block: H, Plan: DV4404 Block: K, Plan: 102121311 Block: T, conditional on:
 - a. the property being owned by Brandt Group of Companies or their subsidiaries or owned by the City of Regina and leased to Brandt Properties Ltd., and is continued to be operated by Brandt for the purposes as set out in the Master Purchase Agreement; and
 - b. property leased to and occupied by third parties for otherwise taxable commercial activities remaining taxable;
4. Subject to the closing of the sale transaction and conditions contemplated by the Master Purchase Agreement, including negotiation and execution of definitive tax exemption agreements, being concluded:
 - a. Instruct the City Solicitor to prepare the necessary tax exemption agreements and authorizing bylaw to be brought forward to a future meeting of City Council for approval; and

- b. Delegate authority to the City Manager to apply to the Province of Saskatchewan for approval of an exemption of the education portion of the property taxes payable to the Government of Saskatchewan or, where required, apply to the Regina Roman Catholic Separate School Division No. 81 where the education portion of the property taxes is payable to the Regina Roman Catholic Separate School Division;
5. Authorize the City Clerk to execute the Master Purchase Agreement and all necessary and ancillary agreements thereto after review and approval by the City Solicitor;
6. Authorize:
 - a. the redirection of a portion of funds previously allocated to Regina Exhibition Association Limited in the 2026 Budget, on a pro-rata basis, with the specific amount to be determined administratively based on the final closing dates and timing of the Operating Cost Adjustment payments owing to Brandt under the Master Purchase Agreement;
 - b. the transfer of up to \$300,000 from the Land Development Reserve to fund the interim transaction-related and closing costs associated with the Proposal that are incurred and payable in 2026; and
 - c. the transfer of all net sale proceeds received by the City upon completion of the Master Purchase Agreement to the Land Development Reserve; and
7. Direct Regina Exhibition Association Limited to take all necessary steps required by REAL to facilitate and proceed with the Proposal in accordance with the Member Direction attached as Appendix A – Member Direction and authorize the City Clerk to execute Indemnity Agreements with REAL's directors, after review and approval by the City Solicitor.

The following addressed City Council:

- DE26-42 Pat Fiacco, Regina, SK
- DE26-43 Tathagata Das, Regina, SK
- DE26-44 James Elliott, Regina, SK
- DE26-45 Michael Fougere, Regina, SK
- DE26-46 Dan Near, representing Western Hockey League, Calgary, AB
- DE26-47 Judith Veresuk, representing Regina Downtown Business Improvement District, Regina, SK
- DE26-49 Ali Shayan Khan, Regina, SK

RECESS

Pursuant to the provisions of Section 33(2.1) of City Council's *Procedure Bylaw No. 9004*, a 15 minute recess was called.

City Council recessed at 2:35 p.m.

City Council reconvened at 2:53 p.m. in the absence of Councillor Jason Mancinelli.

- DE26-50 Edward Staniewski, Regina, SK

(Councillor Jason Mancinelli returned to the meeting.)

- DE26-48 Kelly Miller, Regina, SK
- DE26-53 Paarth Arora, Regina, SK
- DE26-51 Meet Patel, Regina, SK
- DE26-56 Thomas Benjoe, Regina, SK
- DE26-54 Shaun Semple, Gavin Semple, Chris Semple, Andy Semple, and Matt Semple, representing Brandt, Regina, SK

RECESS

Pursuant to the provisions of Section 33(2.1) of City Council's *Procedure Bylaw No. 9004*, a 15 minute recess was called.

City Council recessed at 4:07 p.m.

City Council reconvened at 4:28 p.m.

Councillor Shobna Radons moved, seconded by Councillor George Tsiklis, AND IT WAS RESOLVED, that the following communications be received and filed:

- **CP26-23 Stu Niebergall, Regina & Region Home Builders' Association, Regina, SK**
- **CP26-24 Marnel Jones, The Mosaic Company, Regina, SK**
- **CP26-25 Breanna Hayes, Regina, SK**
- **CP26-26 Kyle Jeworksi, Bunge, Regina, SK**
- **CP26-27 Kolton Parisian, Regina, SK**
- **CP26-28 Philip Jeffreys, Regina, SK**
- **CP26-29 Patrick Book, Regina, SK**

Councillor Clark Bezo moved, seconded by Councillor Jason Mancinelli, AND IT WAS RESOLVED, that agenda item *MN26-7 Return to Office Work*, and the related delegation and communication, be tabled to the May 20, 2026 City Council meeting.

Mayor Chad Bachynski moved, seconded by Councillor Jason Mancinelli that the recommendations contained in the report be concurred in.

Mayor Chad Bachynski moved, seconded by Councillor Jason Mancinelli, AND IT WAS RESOLVED that City Council move in camera to receive confidential legal advice on the Brandt proposal.

City Council went *in camera* to receive confidential legal advice on the Brandt proposal.

City Council resumed public session.

The Chairperson stated that City Council received confidential legal advice on the Brandt proposal while *in camera* and that no decisions were made.

Amendment

Councillor David Froh moved, in amendment, seconded by Councillor Mark Burton that City Council direct Administration to report back to the 2027/2028 budget deliberations, pending the approval and completion of the proposed Brandt deal, with recommendations on the creation of an asset maintenance reserve to serve as the funding source for the capital repair and refurbishment of the Co-operators Centre and AffinityPlex buildings located on the REAL District campus, with consideration of the annual reserve contribution amount to be determined based on a percentage of the assessed value of these buildings, in alignment with existing city methodology.

The amending motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Froh
SECONDER:	Councillor Burton
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

Amendment

Councillor Shobna Radons moved, in amendment, seconded by Councillor Victoria Flores that City Council direct Administration to bring an annual report that provides an evaluation on the status of the community commitment performance measures outlined in the agreement and considered in future requests for continued tax exemptions.

The amending motion was put and declared CARRIED.

RESULT:	CARRIED [7 to 4]
MOVER:	Councillor Radons
SECONDER:	Councillor Flores
IN FAVOUR:	Councillors: Flores, Froh, Mancinelli, Radons, Turnbull, Zachidniak, and Mayor Bachynski
AGAINST:	Councillors: Bezo, Burton, Rashovich, and Tsiklis

Councillor Clark Bezo moved, seconded by Councillor Dan Rashovich, AND IT WAS RESOLVED, that agenda item *MN26-6 Infrastructure Protection* be tabled to the May 20, 2026 City Council meeting.

RECESS

Pursuant to the provisions of Section 33(2.2) of City Council's *Procedure Bylaw No. 9004*, a 45 minute recess was called.

City Council recessed at 6:10 p.m.

City Council reconvened 6:59 p.m.

The main motion, as amended, was put and declared CARRIED.

RESULT:	CARRIED [8 to 3]
MOVER:	Mayor Bachynski
SECONDER:	Councillor Mancinelli
IN FAVOUR:	Councillors: Bezo, Burton, Froh, Mancinelli, Rashovich, Tsiklis, Turnbull, and Mayor Bachynski
AGAINST:	Councillors: Flores, Radons, and Zachidniak

COMMITTEE REPORTS
EXECUTIVE COMMITTEE

CR26-54 Economic Development Regina Inc. - Appointment of Directors

Recommendation

That City Council authorize Kim Krywulak, Corporate Controller, as the City of Regina's (City) proxy, to exercise the City's voting rights at the upcoming Economic Development Regina Inc. (EDR) membership meeting to elect the following individuals to the Board of Directors for the terms listed:

Reappointments:

- Darren Howden (Board Chair – May 1, 2026 to April 30, 2028)
- Thomas Benjoe (May 1, 2026 to April 30, 2029)
- Diana Leray (May 1, 2026 to April 30, 2029)
- Mitch Molnar (May 1, 2026 to April 30, 2029)
- Samer Awadh (May 1, 2025 to April 30, 2028)
- Claire Belanger-Parker (May 1, 2025 to April 30, 2028)

New Appointments:

- Derek Lothian (May 1, 2026 to April 30, 2029)

Non-voting City Council Designate Appointments:

- Mayor Chad Bachynski (January 1, 2026 to December 31, 2026)
- Councilor David Froh (January 1, 2026 to December 31, 2026)

Councillor David Froh moved, seconded by Councillor Dan Rashovich that the recommendations contained in the report be concurred in.

The motion was put and declared CARRIED.

RESULT:	CARRIED [10 to 1]
MOVER:	Councillor Froh
SECONDER:	Councillor Rashovich
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Zachidniak, and Mayor Bachynski
AGAINST:	Councillor Turnbull

BYLAWS AND RELATED REPORTS

CM26-4 Waste Management Bylaw Supplementary Report

Recommendation

That City Council receive and file this report.

Councillor Shanon Zachidniak moved, seconded by Councillor Shobna Radons that the recommendation contained in the report be concurred in.

The motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Zachidniak
SECONDER:	Councillor Radons
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

2026-30 The Waste Management Amendment Bylaw, 2026

2026-22 The Community Non-Profit Tax Exemption for the Arcola East Community Association Inc. Bylaw, 2026

First Reading

Councillor Clark Bezo moved, seconded by Councillor Sarah Turnbull, that Bylaws No. 2026-30 and No. 2026-22 be introduced and read a first time.

The motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Bezo
SECONDER:	Councillor Turnbull
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

The Bylaws were read a first time.

Second Reading

Councillor Clark Bezo moved, seconded by Councillor Victoria Flores, that Bylaws No. 2026-30 and No. 2026-22 be introduced and read a second time.

The motion was put and declared CARRIED.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Bezo
SECONDER:	Councillor Flores
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

The Bylaws were read a second time.

Third Reading Consent

Councillor Clark Bezo moved, seconded by Councillor Shobna Radons that City Council hereby consent to Bylaws No. 2026-30 and No. 2026-22 going to third and final reading at this meeting.

The motion was put and declared CARRIED UNANIMOUSLY as required by law.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Bezo
SECONDER:	Councillor Radons
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

Third Reading

Councillor Clark Bezo moved, seconded by Councillor Shanon Zachidniak, that Bylaws No. 2026-30 and No. 2026-22 be read a third time.

The motion was put and declared CARRIED.

The Bylaws were read a third and final time.

RESULT:	CARRIED [Unanimous]
MOVER:	Councillor Bezo
SECONDER:	Councillor Zachidniak
IN FAVOUR:	Councillors: Bezo, Burton, Flores, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Turnbull, Zachidniak, and Mayor Bachynski

AUDIT AND FINANCE COMMITTEE

CR26-49 2027/2028 Budget Process

Recommendation

That City Council:

1. Approve the recommended 2027/2028 Budget Process as outlined in this report; and
2. Direct Administration to bring the following in Q4 2026 for use in the 2027/2028 Budget Process:
 - a. An updated and enhanced Long-Range Financial Model (LRFM) using the LRFM that was originally developed in 2016; and
 - b. A developed Long-Range Financial Plan (LRFP) that translates the LRFM results into a 20-year plan that explains the City's fiscal drivers, trade-offs and risks in plain language.

Councillor Clark Bezo moved, seconded by Councillor George Tsiklis that the recommendation contained in the report be concurred in.

The motion was put and declared CARRIED.

RESULT:	CARRIED [9 to 2]
MOVER:	Councillor Bezo
SECONDER:	Councillor Tsiklis
IN FAVOUR:	Councillors: Bezo, Burton, Froh, Mancinelli, Radons, Rashovich, Tsiklis, Zachidniak, and Mayor Bachynski
AGAINST:	Councillors: Flores and Turnbull

MOTIONS

MN26-5 Accessibility Advisory Committee Recommendation Process

Recommendation

That City Council

1. Direct the City Clerk to bring forward a revised "*Schedule 'B', Table 1 Accessibility Advisory Committee*" contained in Bylaw No. 2009-4 *The Committee Bylaw* (the Bylaw), to:

a. Consider adding the following revisions to Schedule B, Table 1, Section 3 of the Terms of Reference:

- i. Any decision that would decrease the accessibility and utility of environments, programs and services to be usable by all people, as defined by the rules of universal design, barrier-free design, 7 guiding principles of *The Accessible Canada Act* and 6 guiding principles of *The Accessible Saskatchewan Act*;
- ii. Master Plans;
- iii. Design, building or procurement standards;
- iv. Regina parking bylaws and standards;
- v. Regina event and event grant policies;
- vi. List of capital infrastructure priorities for accessibility;

b. Consider amending Schedule B, Table 1, Section 5 of the Committee Composition as follows:

- i. increase the total number of voting members from 11 to up to 15;
 - ii. if after appointing members based on the criteria outlined in clause 5 (a) of the Bylaw, there are still positions available, a preference for members from the general public who hold a Rick Hansen Foundation Accessibility Certification or equivalent;
2. Direct Administration to work with the Accessibility Committee to create and recommend measurable benchmarks for the Regina Strategic Plan value of "IDEA" Inclusion, Diversity, Equity and Accessibility;
 3. Direct the City Clerk to bring the citizen appointment matrix for citizen nominations to Committees of Council to the Accessibility Advisory Committee for its review; and
 4. Refer the consideration of honorariums for appointed citizen members to the Accessibility Advisory Committee at a rate of \$50 per meeting attended, and any related impacts, to the 2027 City Council budget deliberations.

Councillor Sarah Turnbull moved, seconded by Councillor Shobna Radons that the recommendation contained in the motion be concurred in.

Councillor Sarah Turnbull moved, seconded by Councillor David Froh, AND IT WAS RESOLVED, that this item be tabled to the May 20, 2026 City Council meeting.

ADJOURNMENT

Councillor George Tsiklis moved, seconded by Councillor Shanon Zachidniak AND IT WAS RESOLVED, that the meeting adjourn.

The meeting adjourned at 8:13 p.m.

Chairperson

Secretary



Zoning Bylaw Amendment – 834 Broadway Avenue

Date	May 20, 2026
To	Mayor Bachynski and City Councillors
From	Regina Planning Commission
Service Area	Planning & Development Services
Item #	CR26-55

RECOMMENDATION

That City Council:

1. Approve the application to amend The Regina Zoning Bylaw, 2019 by:
 - a. Rezoning the property located at 834 Broadway Avenue, as shown in Appendix A-2 – Zoning, and legally described as Lots 15 and 16 – Blk/Par 18 – Plan U2439 Ext 0, from RU – Residential Urban Zone to RL – Residential Low-Rise Zone and add the HT – Height Overlay Zone, with an 8.5 metre height limit.
 - b. Amending Zoning Map 2887(A) and 2887(B) accordingly (per 1[a]).
2. Instruct the City Solicitor to prepare the necessary bylaw amendments to give effect to the recommendations to be brought forward following approval of the recommendations by City Council and the required public notice.

HISTORY

At its meeting held on May 12, 2026, the Regina Planning Commission considered the attached report *RPC26-7 Zoning Bylaw Amendment – 834 Broadway Avenue* from the City Planning & Community Services division.

The following addressed the Commission:

- Wilma Staff, Regina, SK
- Susan McGillivray, Regina, SK
- Jonathan Richards, Tetra Property/Innova Developments, Craven, SK

The Commission adopted a resolution to concur in the recommendations contained in the report.

Recommendation #3 of the attached report does not require City Council approval.

Respectfully submitted,

REGINA PLANNING COMMISSION



Jen Gentile, Council Officer

5/15/2026

ATTACHMENTS

RPC26-7 Zoning Bylaw Amendment – 834 Broadway Avenue

Appendix A-1 - Location

Appendix A-2 - Zoning

Appendix B - Public Feedback

Appendix C - Zoning Comparison



Zoning Bylaw Amendment – 834 Broadway Avenue

Date	May 12, 2026
To	Regina Planning Commission
From	City Planning & Community Development
Service Area	Planning & Development Services
Item No.	RPC26-7

RECOMMENDATION

The Regina Planning Commission recommends that City Council:

1. Approve the application to amend *The Regina Zoning Bylaw, 2019* by:
 - a. Rezoning the property located at 834 Broadway Avenue, as shown in Appendix A-2 – Zoning, and legally described as Lots 15 and 16 – Blk/Par 18 – Plan U2439 Ext 0, from RU – Residential Urban Zone to RL – Residential Low-Rise Zone and add the HT – Height Overlay Zone, with an 8.5 metre height limit.
 - b. Amending Zoning Map 2887(A) and 2887(B) accordingly (per 1[a]).
2. Instruct the City Solicitor to prepare the necessary bylaw amendments to give effect to the recommendations to be brought forward following approval of the recommendations by City Council and the required public notice.
3. Approve these recommendations at its May 20, 2026 meeting.

ISSUE

This report responds to an application to amend *The Regina Zoning Bylaw, 2019* (Zoning Bylaw) to rezone the property located at 834 Broadway Avenue (Subject Property) from RU – Residential Urban Zone to RL – Residential Low-Rise Zone, as shown in Appendix A-2 – Zoning, to allow for a multi-unit residential building within the Al Ritchie Neighbourhood.

IMPACTS

Policy Impact

The proposed rezoning supports key objectives of the City of Regina (City), as set forth in *Design Regina: The Official Community Plan, Bylaw No. 2013-48* (OCP), relating to efficient, cost-effective servicing; “complete neighbourhoods” and housing supply and diversity.

Strategic Priority Impact

The proposed rezoning supports the Livability Priority of the City’s *Strategic Plan*, which emphasizes the importance of accommodating diverse housing options and efficient, long-term sustainable growth.

Environmental Impact

Reducing greenhouse gas (GHG) emissions and supporting renewability are key objectives of the City, as set forth in the OCP and the *Energy & Sustainability Framework*.

The rezoning enables a development that places more people in proximity of transit and within a neighbourhood that has daily amenities and services available to residents, which has the potential to decrease personal motor vehicle usage and reduce GHGs. While the demolition of the existing single unit building will have an impact, the new construction of a multi-unit residential building will provide a more energy efficient home to more residents.

Indigenous Impact

The proposed rezoning supports key objectives of *kâ-nâsihcikêwin* (Indigenous Framework), relating to *wihci-atoskêwin askîhk* (WEE-chey-AH-toe-skay-win AHS-keek) – *Living or working together in the land in harmony*, as a multi-unit building:

- Is a more efficient use of land and resources
- Will expand housing opportunities and diversification.

There are no financial, legal, labour, or Inclusion, Diversity, Equity & Accessibility (IDEA) impacts respecting this report.

OTHER OPTIONS

OPTION 1 – Approve the application to amend the Zoning Bylaw – RECOMMENDED

Advantage: The rezoning provides an opportunity to diversify and expand housing options within the neighbourhood, and better site development options with similar intensification as the current zoning.

Consideration: The City has received comments indicating opposition to the proposed rezoning, which are summarized in Appendix B – Public Feedback.

OPTION 2 – Refer the report back to Administration for revisions or additional information and direct that it be resubmitted to the Regina Planning Commission or returned directly to City Council – NOT RECOMMENDED

Advantage: Ensures that all information requested by the Regina Planning Commission or City Council is provided to support a decision.

Consideration: Extends the decision and development timeline for the Applicant.

OPTION 3 – Deny the application to amend the Zoning Bylaw – NOT RECOMMENDED

Advantage: Redevelopment would need to conform with the existing RU – Residential Urban Zone and the RID – Residential Infill Development Overlay Zone, which may be regarded as preferable by residents opposing building types supported by the RL – Residential Low-Rise Zone.

Consideration: Under the existing zone, the property could be developed as two four-unit buildings. The proposed rezoning would not substantially increase the potential intensity of the site.

COMMUNICATIONS & ENGAGEMENT

Public and stakeholder engagement is summarized in Appendix B – Public Feedback. A petition opposing the Proposed Development, which includes 102 signatures, was submitted and reviewed. No submissions were received from the Al Ritchie Community Association.

Public notice of City Council’s consideration of this application, and of the public hearing conducted in relation to consideration of the proposed amending bylaw, will be given in accordance with *The Public Notice Policy Bylaw, 2020*. Additionally, the Applicant and other interested parties will receive a copy of the report and notification of their right to appear as a delegation at the City Council meeting when the application will be considered.

DISCUSSION

Overview

Innova Developments Ltd. (Applicant), on behalf of Tetra Property Corporation (Landowner), is applying to amend the Zoning Bylaw to pursue a multi-unit residential building. The proposed RL – Residential Low-Rise Zone (RL Zone) is intended to accommodate “...a neighbourhood environment characterized by a mixture of low-rise multi-unit building types.”

The Subject Property is located in the Al Ritchie Neighbourhood, at the intersection of Wallace Street and Broadway Avenue, which are, respectively, local and collector roadways. It currently accommodates one bungalow-style single-detached dwelling and consists of two parcels – the current dwelling spans both parcels. The current zone would support a four unit building on each lot, yielding up to eight-units.

The surrounding land use and built-form context consists primarily of similar bungalow-style single detached dwellings, which have a height range between five to seven metres and are also zoned RU Zone. Although the surrounding context may be defined as “low-density”, the built-form is somewhat compact, as many of the properties are narrow, 7.5 metre wide urban lots. The nearest high-density development is a 10-storey residential building, zoned RL Zone, located 130 metres to the west.

Although the City is not reviewing a development application at this time, the Applicant has indicated that they are looking to pursue a stacked (basement units and above-grade) townhouse development with eight dwelling units. The RL Zone may allow for a broad range of building types, up to 15 metres in height as a permitted use. Considering the context of the Subject Property, a recommendation to limit building height to 8.5 metres, through the application of the H – Height Overlay Zone, is being recommended.

Assessment

Per Section E, Policy 14.40 of the OCP – Part A, the proposed rezoning has been reviewed from the perspective of OCP conformity, land use compatibility, transportation and community services.

The proposed rezoning supports key City objectives relating to housing supply, housing diversity, complete neighbourhoods, the provision of efficient and cost-effective infrastructure and services, GHG reduction and environmental sustainability.

The Subject Property meets several of the criteria, per OPC Policy 2.7A, associated with sites deemed suitable for “higher density intensification”, including: collector roadway and transit adjacency; rear lane access; corner lot site. The rezoning, therefore, will help the City achieve its intensification objectives, which is to direct at least 40 per cent of new housing units to existing urban areas.

Under the current RU zoning, the subject property could accommodate up to eight units, as it consists of two parcels and the RU Zone permits up to four units per lot within the Intensification Boundary. While the proposed RL zoning may allow a single multi-unit building (four or more units), the overall unit count and building size are unlikely to be significantly greater than what is currently permitted under the RU Zone.

In order to ensure compatibility with the community character and surrounding built-form, a recommendation of this report is to limit building height to 8.5 metres through the application of the HT – Height Overlay Zone. This height limit equates to the current height limit prescribed by the RID – Residential Infill Development Overlay Zone.

Traffic is not being considered as an issue, as the Subject Property fronts a collector roadway with transit service and the relatively small parcel size, combined with proposed height restriction, will limit unit numbers. Per the City’s transportation standards, a traffic impact analysis is not warranted.

The City continues to improve sanitary sewer and storm water servicing throughout the city through various ongoing initiatives, including the *AI Ritchie Drainage Improvement Project*. While some residents have indicated a concern that a multi-unit residential development, at the Subject Property location, will exacerbate drainage and sanitary sewer issues within the area, it is noted that:

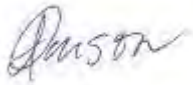
- A new development at the Subject Property location is not expected to introduce any new risk to the surrounding properties relating to storm water drainage.
- Wastewater will be directed to the west, along Broadway Avenue, away from the majority of the AI Ritchie Neighbourhood.
- The *AI Ritchie Drainage Improvement Project* will be completed in 2027.

At the development permit stage, implications for water, storm water and sanitary sewer will be further assessed based on a specific development proposal. The developer will be responsible for any upgrades required to ensure that City standards are met.

DECISION HISTORY & AUTHORITY

City Council's approval is required pursuant to Part V of *The Planning and Development Act, 2007*.

Respectfully Submitted,



Autumn Dawson, Director
Planning & Development Services

Respectfully Submitted,



Deborah Bryden, Deputy City Manager
City Planning & Community Services

Prepared by: Jeremy Fenton, Senior City Planner

ATTACHMENTS

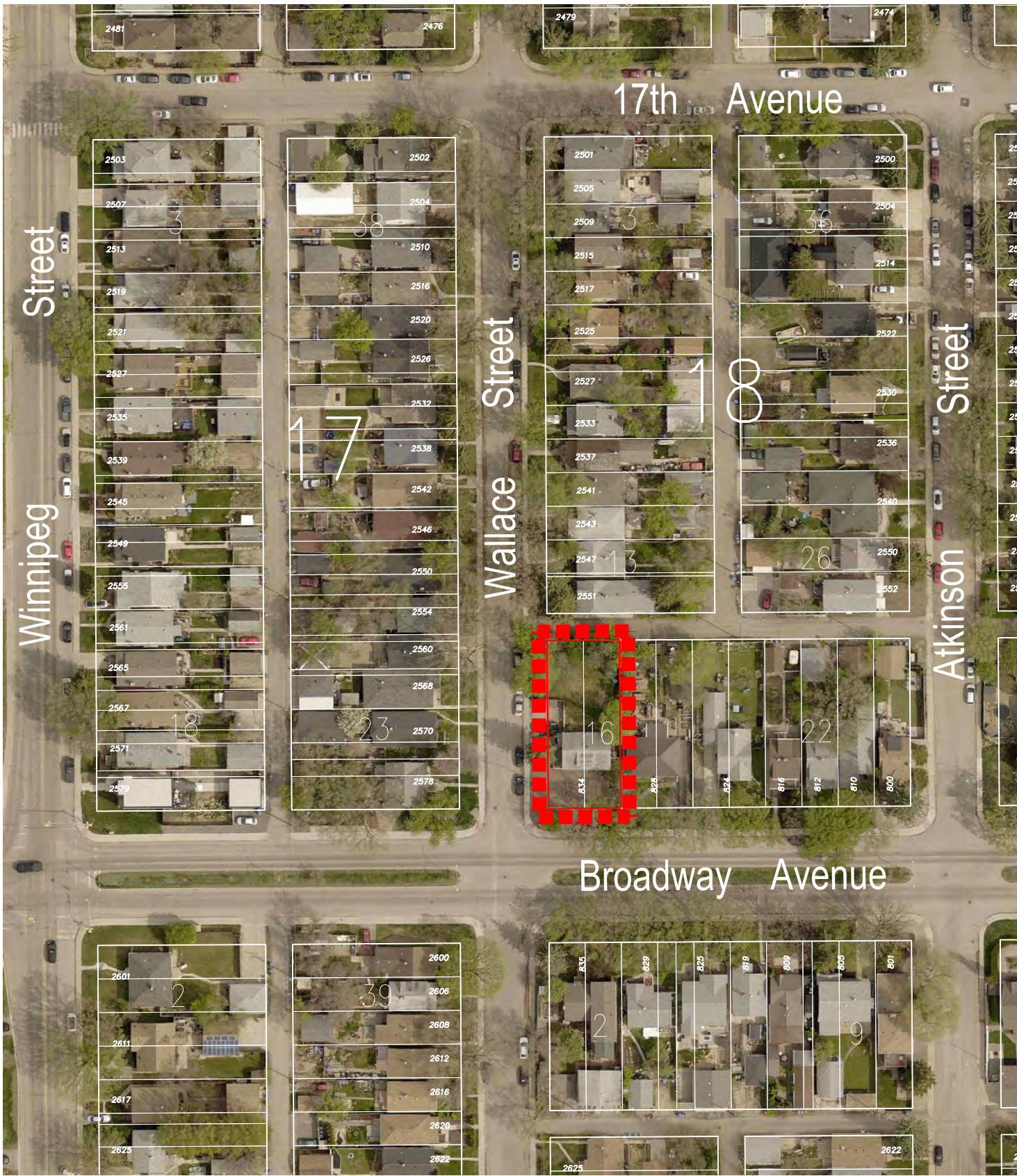
Appendix A-1 - Location

Appendix A-2 - Zoning

Appendix B - Public Feedback

Appendix C - Zoning Comparison

Appendix A-1



Date of Photography: 2024

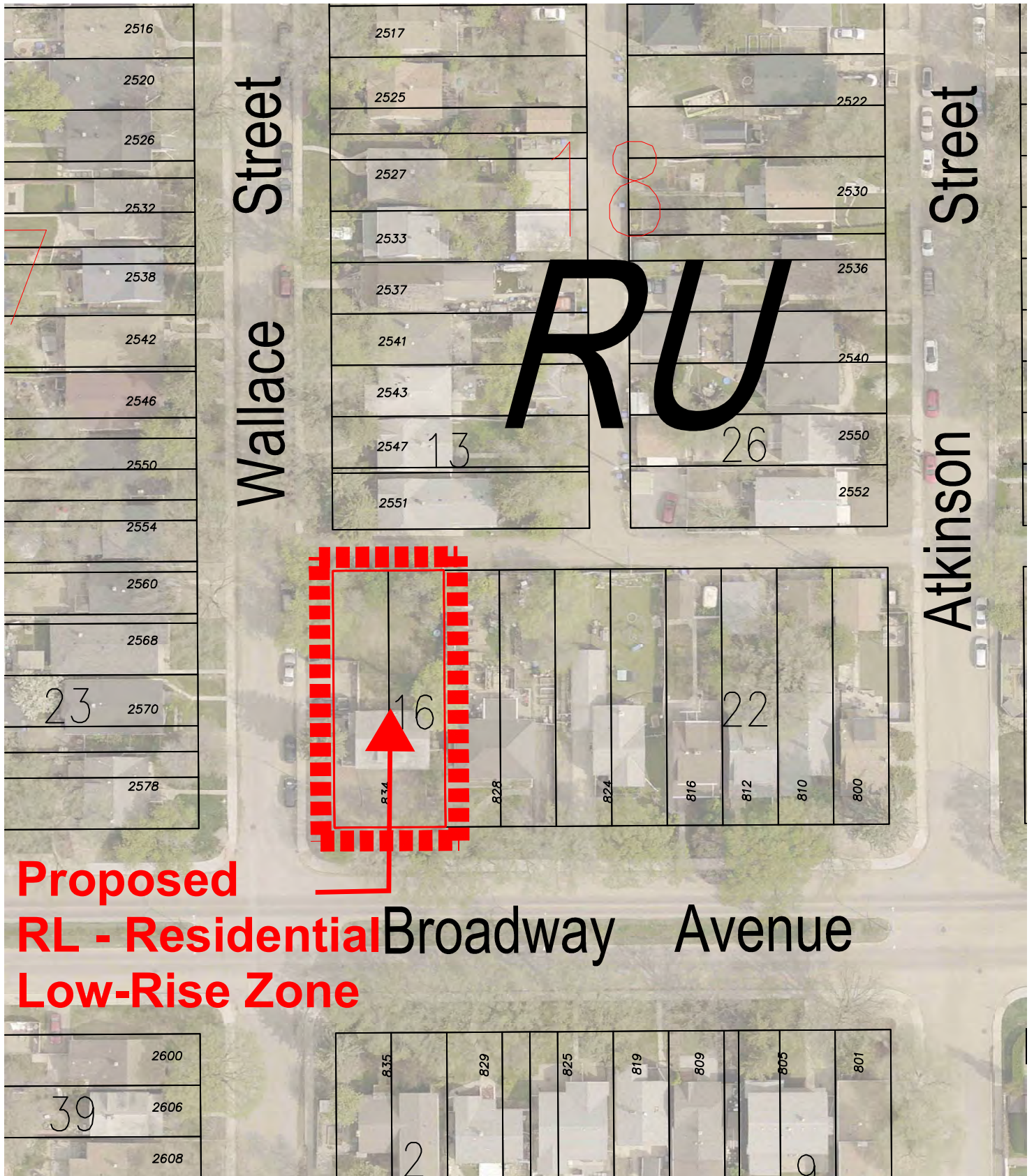


Subject Property



Project PL202500025

Civic Address/Subdivision 834 Broadway Avenue



Proposed
RL - Residential **Broadway Avenue**
Low-Rise Zone



Subject Property

Date of Photography : 2024



Community Contact and Feedback Summary
Communications

Public Notice Sign February 5, 2026	<ul style="list-style-type: none"> One Public Notice sign posted at Subject Property
Public Notice Letter February 5, 2026	<ul style="list-style-type: none"> Mailed (Canada Post) to 68 addresses Standard notification radius (75 metres) Sent to AI Ritchie Community Association – No comments received
Website Information February 5, 2026	<ul style="list-style-type: none"> Information Notice posted (initial posting) Online comment portal open

Comments/Feedback

Response	#	Comments
Support	7	<ul style="list-style-type: none"> Other/No Explanation Benefits of infill and intensification, generally Applicant's proposed building is positive (type/design) Potential to increase property values in neighbourhood Potential to enhance economic development in the neighbourhood
Qualified Support	9	<ul style="list-style-type: none"> Need to accommodate additional on-site parking (at least one stall per unit) (Concern that on-site parking deficiency will result in on-street parking issues) Need to reduce the number of units
Oppose	64	<ul style="list-style-type: none"> Does not support multi-unit building/increased density (Concern with RL – Residential Low-Rise Zone 20 metre height) Will exacerbate existing on-street parking issues (lack thereof) (Additional concern with Applicant's proposal – not enough on-site parking) Will exacerbate existing traffic issues Property impact – Property values will be negatively affected Property impact – Sanitary sewer back up Lack of information
Total	80	

City Administration Response**1. Issue: Height**

Administration's Response: It is recognized that the 15-metre permitted height limit associated with the proposed RL – Residential Low-Rise Zone is a concern with some residents in terms of community character (e.g. streetscape) and added density.

A recommendation of this report is to limit building height to 8.5 metres through the application of the H – Height Overlay Zone. This height limit equates to the current height limit prescribed by the RID – Residential Infill Development Overlay Zone (RID Zone applies).

The Subject Property, following the current zoning (RU Zone), could potentially yield eight units, as the Subject Property consists of two parcels and the RU Zone allows up to four units per lot within the Intensification Boundary (which applies).

2. Issue: Shadow

Administration's Response: A recommendation of this report is to limit building height to 8.5 metres through the application of the H – Height Overlay Zone. This height limit equates to the current height limit prescribed by the RID – Residential Infill Development Overlay Zone (RID Zone applies).

Shadows cast by buildings are common in an urban environment; however, it should also be noted that the shadow effect is transitory, affecting any one geographic point only momentarily.

Where a proposed development may have significant shadow impacts, the City may require the submission of a shadow impact analysis; however, this is deemed unnecessary in this case, because the application is for rezoning only. Administration can further review design impacts at the development application stage.

3. Issue: Privacy

Administration's Response: It is recognized that the potential for a multi-unit building, with balconies, afforded by the proposed RL – Residential Low-Rise Zone, may be a concern with some residents, who are immediate neighbours, in terms of backyard privacy.

A recommendation of this report is to limit building height to 8.5 metres through the application of the H – Height Overlay Zone. This height limit equates to the current height limit prescribed by the RID – Residential Infill Development Overlay Zone (RID Zone applies).

Except for exceptional or unique contexts (e.g. downtown; areas architecturally or historically unique), the City does not regulate the location of windows or balconies and, further, does not regulate development from the perspective of guaranteeing privacy and seclusion.

It should also be noted that, through the existing RU – Residential Urban Zone, a typical 8.5 metre tall building could also, potentially, pose privacy concerns.

4. Issue: Parking

Administration's Response: It is recognized that the proposed RL – Residential Low-Rise Zone is a concern with some residents in terms of added density and, consequently, implications for on-street parking (lack thereof), which is regarded by some as an existing issue.

Per *The Regina Zoning Bylaw, 2019*, there is no minimum requirement at this time for on-site motor vehicle parking stalls (except specified situations); therefore, the number provided is at the discretion of the developer. The purpose of not requiring motor vehicle parking stalls is to: maximize the efficient use of land and City services; support active transportation and transit; support housing by reducing construction costs; support a market-based approach to parking.

While the City has received comments, from some residents, that on-street parking is a concern, it is noted that on-street parking is a shared public resource and that, further, there are no land uses (e.g. schools, hospitals) in the vicinity having special parking needs that might conflict with residential parking.

5. Issue: Traffic

Administration's Response: It is recognized that the proposed RL – Residential Low-Rise Zone is a concern with some residents in terms of added density and, consequently, implications for traffic, which is regarded by some as an existing issue.

Where a proposed development or rezoning may have traffic implications, the City may require the submission of a traffic impact assessment (TIA) to identify implications and upgrades; however, this is deemed unnecessary in this case:

- The current application is for rezoning only, affecting a relatively small site with limited unit potential due to parcel size and proposed 8.5 metre height limit.
- Determining implications for traffic will be deferred until the City receives confirmation of the proposed development through a future development application.

6. Issue: Property Value

Administration's Response: Per, Policy 14.40 of OCP – Part A, Section E, the spectrum of factors that must be assessed, when reviewing a rezoning application, centre on land use compatibility, traffic and serviceability. Conformity with the OCP Growth Plan, and any applicable neighbourhood plan and concept plan are also important considerations.

Administration acknowledges that implications for property value are a concern for many residents; however, there is nothing to indicate that a new development within the neighbourhood will negatively impact property values and is a matter affected by multiple market and location related variables and factors.

7. Issue: Sewers

The City continues to improve sanitary sewer and storm water servicing throughout the City through various ongoing initiatives, including the Al Ritchie Drainage Improvement Project. While some residents have indicated a concern that a multi-unit development, at the Subject Property location, will exacerbate drainage and sanitary sewer issues within the area, it is noted that:

- A new development at the Subject Property location is not expected to introduce any risk to the surrounding properties relating to storm water drainage.
- Wastewater will be directed to the west, along Broadway Avenue, away from the majority of the Al Ritchie Neighbourhood.
- The Al Ritchie Drainage Improvement Project will be completed in 2027.

Appendix C

Comparison of Existing and Proposed Zoning for 834 Broadway Avenue RU – Residential Urban Zone vs. RL – Residential Low-Rise Zone

Summary		RU Zone (Existing)	RL Zone (Proposed)
	Intent		Accommodate a neighbourhood environment characterized by buildings with one to four units.
Location		Residential neighbourhoods – typical, but not limited to: local streets; school proximity.	Residential neighbourhoods – typical, but not limited to: collector streets; hubs/centres.

Land-Use			RU Zone (Existing)	RL Zone (Proposed)
	Dwelling	Dwelling, Unit		Permitted Use
Group Care			Permitted Use	Permitted Use
Institution	Day Care		Permitted: <ul style="list-style-type: none"> Arterial/Collector corner lot; 30 kids or less, or Existing non-residential building; 30 kids or less 	Permitted: <ul style="list-style-type: none"> Arterial/Collector corner lot; 30 kids or less, or Existing non-residential building; 30 kids or less
		Education		Otherwise, Discretionary
Assembly	Recreation		Not allowed	Not allowed
	Religious		Discretionary Use	Discretionary Use
Food & Beverage	Restaurant		Discretionary Use	Discretionary Use
	Lounge		Not allowed	Not allowed
Retail Trade	Shop		Not allowed	Not allowed
	Fuel Station		Not allowed	Not allowed
Service Trade	Personal		Not allowed	Not allowed
	Wash – Light		Not allowed	Not allowed
Transport	Parking Lot		Not allowed	Not allowed
Office			Not allowed	Not allowed

The intent of this land use comparison is to show how typical classes of land use may apply to the zone using examples – this list is not exhaustive and does not include all of the land uses that may be allowed in the zones.

Standards		Existing Zone(s)	Proposed Zone(s)
	Max Units/Lot	RU Zone: 4.0 ¹	RU Zone: No max
	Max Height	RID Zone: 8.5m ²	HT Zone: 8.5m ³
Setbacks	Generally similar for both zones; however, the RL Zone has increased side yard setbacks where a building exceeds 11 and 15 metres (this does not apply, as proposed HT Zone will limit height to 11 metres).		

¹ This maximum unit yield (four per lot) applies to areas located within the Intensification Area of the City.

Through the existing RU – Residential Urban Zone, eight residential units could be accommodated at the Subject Property, as there are two lots and the maximum number of units per lot is four (e.g. two four-unit buildings).

² The RID – Residential Infill Development Overlay Zone also applies to the Subject Property as a zoning overlay: This has a height limit of either 8.5 metres or the average height of the buildings along the same block (but not exceeding 11 metres, which is the maximum height of the underlying RU – Residential Urban Zone).

³ The HT – Height Overlay Zone is also being recommended, as a zoning overlay (replacing the RID Zone). The recommended height limit is 8.5 metres, which will supersede the maximum height limit of the RL Zone (20 metres).

BYLAW NO. 2026-31

THE REGINA ZONING AMENDMENT BYLAW, 2026 (No. 5)

THE COUNCIL OF THE CITY OF REGINA ENACTS AS FOLLOWS:

Purpose

- 1 The purpose of this Bylaw is to amend *The Regina Zoning Bylaw, 2019* by re-zoning the subject property located at 834 Broadway Avenue from RU – Residential Urban Zone, with RID – Residential Infill Development Overlay Zone to RL – Residential Low-Rise Zone and HT – Height Overlay Zone, with an 8.5 metre height limit.

Authority

- 2 The authority for this Bylaw is section 46 of *The Planning and Development Act, 2007*.
- 3 Schedule “A” of *The Regina Zoning Bylaw, 2019* is amended in the manner set forth in this Bylaw.

Rezoning

- 4 Chapter 9 – Zoning Maps 2887(A) and 2887(B) are amended by re-zoning the lands described in this section and shown as outlined on the map attached as Appendix “A” to this Bylaw as follows:

- Land Description: Lots 15 and 16 Blk/Par 18 Plan U2439 Ext 0
- Civic Address: 834 Broadway Avenue
- Current Zoning: RU – Residential Urban Zone and RID – Residential Infill Development Overlay Zone
- 5 Proposed Zoning: RL – Residential Low-Rise Zone and HT – Height Overlay Zone, with an 8.5 metre height limit

Coming Into Force

- 6 This Bylaw will come into force on the day of passage.

READ A FIRST TIME THIS 20th DAY OF May 2026.

READ A SECOND TIME THIS 20th DAY OF May 2026.

READ A THIRD TIME AND PASSED THIS 20th DAY OF May 2026.

Approved as to form this ___day of _____, 20__.

City Solicitor

Mayor

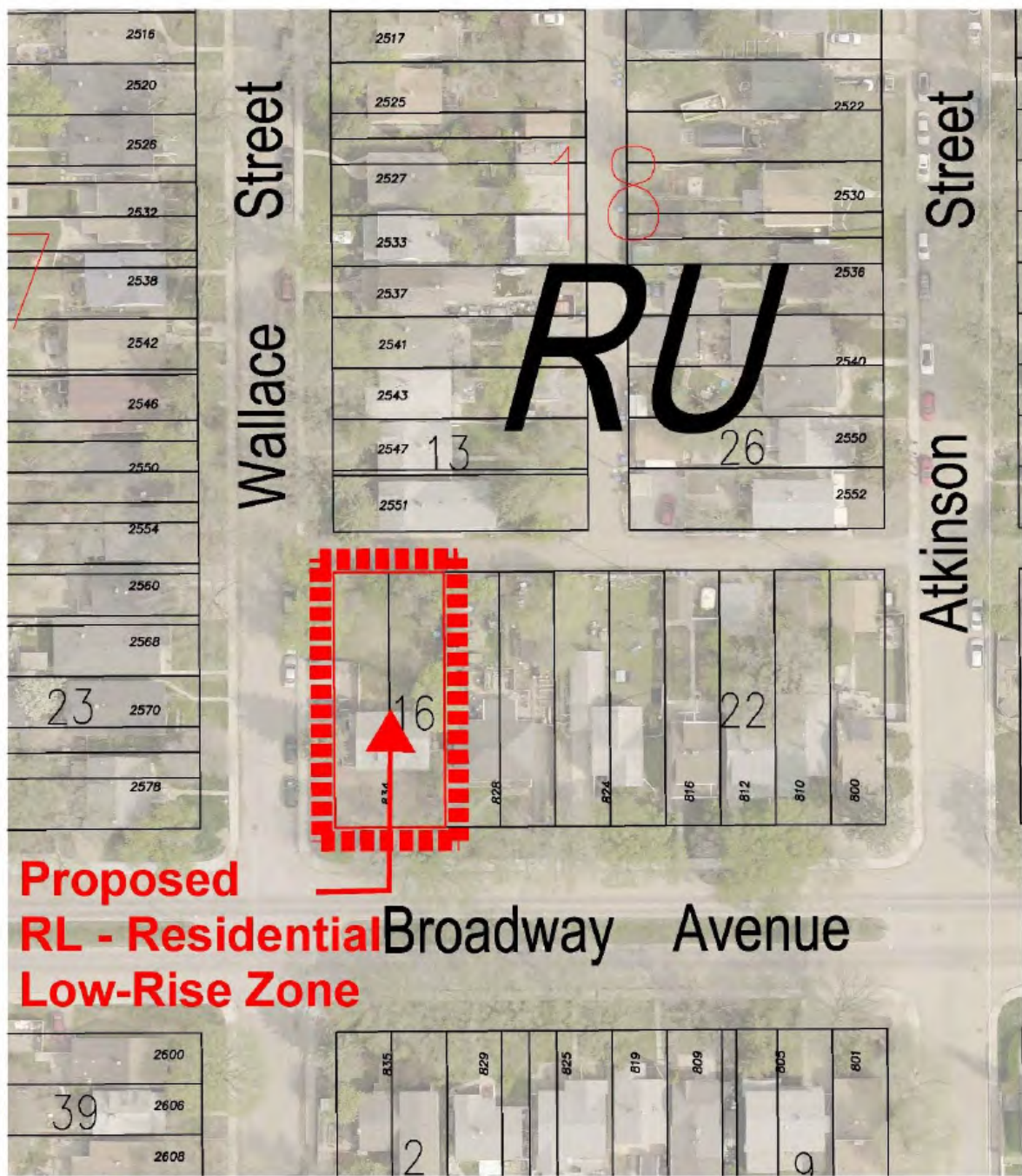
City Clerk

(SEAL)

CERTIFIED A TRUE COPY


City Clerk

APPENDIX "A"



Proposed
RL - Residential
Low-Rise Zone

Broadway Avenue

 Subject Property

Date of Photography : 2024



Project PL202500025 Civic Address/Subdivision 834 Broadway Avenue

ABSTRACT

BYLAW NO. 2026-31

THE REGINA ZONING AMENDMENT BYLAW, 2026 (No. 5)

PURPOSE:	The purpose of this Bylaw is to rezone the subject property from RU – Residential Urban Zone and RID – Residential Infill Development Overlay Zone to RL – Residential Low-Rise Zone and HT – Height Overlay Zone, with an 8.5 metre height limit.
ABSTRACT:	This Bylaw re-zones the property at 834 Broadway Avenue from RU – Residential Urban Zone RID – Residential Infill Development Overlay Zone to RL – Residential Low-Rise Zone and HT – Height Overlay Zone, with an 8.5 metre height limit to allow for a multi-unit residential building.
STATUTORY AUTHORITY:	Section 46 of <i>The Planning and Development Act, 2007</i> .
MINISTER’S APPROVAL:	N/A
PUBLIC HEARING:	A public hearing is required between first and second reading of this Bylaw pursuant to section 10 of <i>The Public Notice Policy Bylaw, 2020</i> and in accordance with <i>The Procedure Bylaw</i> .
PUBLIC NOTICE:	Required, pursuant to section 13 of <i>The Public Notice Policy Bylaw, 2020</i> . An advertisement for this Bylaw was published at City Hall and on the City’s website on May 12, 2026.
REFERENCE:	Regina Planning Commission, May 12, 2026, RPC26-7.
AMENDS/REPEALS:	Amends <i>The Regina Zoning Bylaw, 2019</i> .
CLASSIFICATION:	Regulatory
INITIATING DIVISION:	City Planning & Community Development
INITIATING DEPARTMENT:	Planning & Development Services



Concept Plan & Zoning Bylaw Amendment – 500 N Courtney Street

Date	May 20, 2026
To	Mayor Bachynski and City Councillors
From	Regina Planning Commission
Service Area	Planning & Development Services
Item #	CR26-56

RECOMMENDATION

That City Council:

1. Approve the revised *Coopertown Concept Plan*, included within this report as Appendix E – Proposed Concept Plan.
2. Approve the application to amend *The Regina Zoning Bylaw, 2019* by:
 - a. Rezoning the property located at 500 N Courtney Street, as shown in Appendix A-1 – Location, and legally described as SE¼ 4-18-20-W2, to various zones, as shown in Appendix G – Zoning (Proposed).
 - b. Amending Zoning Maps 2092(A), 2292(A), 2293(A) accordingly (per 2[a]).
3. Amend *Design Regina: The Official Community Plan, Bylaw No. 2013-48* by adding, as the 4th bullet, the following guideline to Policy 7.1.9 of Appendix A:

“Within NEW NEIGHBOURHOODS, collector streets should prioritize *medium density* residential, *high density* residential, or mixed-use land uses, and should be designed to avoid single lot vehicular access.”
4. Instruct the City Solicitor to prepare the necessary bylaw(s) to give effect to the recommendations to be brought forward following approval of the recommendations and the required public notice.

HISTORY

At its meeting held on May 12, 2026, the Regina Planning Commission considered the attached report *RPC26-8 Concept Plan & Zoning Bylaw Amendment – 500 N Courtney Street* from the City Planning & Community Services division.

The following addressed the Commission:

- Robert Moran, Regina, SK
- Diana Hawryluk, Dream, Regina, SK

The Commission adopted a resolution to concur in the recommendations contained in the report.

Recommendation #5 of the attached report does not require City Council approval.

Respectfully submitted,

REGINA PLANNING COMMISSION



Jen Gentile, Council Officer

5/15/2026

ATTACHMENTS

RPC26-8 Concept Plan & Zoning Bylaw Amendment – 500 N Courtney Street

Appendix A-1 - Location

Appendix A-2 - Zoning (Existing)

Appendix B - Public Feedback

Appendix C - Changes to Concept Plan Format

Appendix D - Existing Concept Plan

Appendix E - Proposed Concept Plan

Appendix F - Proposed Detailed Reference Plan

Appendix G - Zoning (Proposed)



Concept Plan & Zoning Bylaw Amendment – 500 N Courtney Street

Date	May 12, 2026
To	Regina Planning Commission
From	City Planning & Community Development
Service Area	Planning & Development Services
Item No.	RPC26-8

RECOMMENDATION

The Regina Planning Commission recommends that City Council:

1. Approve the revised *Coopertown Concept Plan*, included within this report as Appendix E – Proposed Concept Plan.
2. Approve the application to amend *The Regina Zoning Bylaw, 2019* by:
 - a. Rezoning the property located at 500 N Courtney Street, as shown in Appendix A-1 – Location, and legally described as SE¼ 4-18-20-W2, to various zones, as shown in Appendix G – Zoning (Proposed).
 - b. Amending Zoning Maps 2092(A), 2292(A), 2293(A) accordingly (per 2[a]).
3. Amend *Design Regina: The Official Community Plan, Bylaw No. 2013-48* by adding, as the 4th bullet, the following guideline to Policy 7.1.9 of Appendix A:

“Within NEW NEIGHBOURHOODS, collector streets should prioritize *medium density* residential, *high density* residential, or mixed-use land uses, and should be designed to avoid single lot vehicular access.”
4. Instruct the City Solicitor to prepare the necessary bylaw(s) to give effect to the recommendations to be brought forward following approval of the recommendations and the required public notice.

5. Approve these recommendations at its meeting on May 20, 2026.

ISSUE

This report responds to applications to amend the *Coopertown Concept Plan* (Coopertown CP) and *The Regina Zoning Bylaw, 2019* (Zoning Bylaw), which are intended to accommodate various land uses at 500 N Courtney Street (Subject Property) in the Coopertown Neighbourhood, as shown in Appendix A-1 – Location. The amendments will allow for new neighbourhood development.

IMPACTS

Policy Impact

The proposed amendments support key objectives of the City of Regina (City), as set forth in *Design Regina: The Official Community Plan, Bylaw No. 2013-48* (OCP), relating to “complete neighbourhoods,” housing supply and diversity, and access to recreation, schools and amenities. The proposed amendments also comply with the Coopertown Neighbourhood Plan.

Strategic Priority Impact

The proposed amendments support the Livability Priority of the City’s *Strategic Plan*, which emphasizes the importance of accommodating diverse housing options and amenities.

Environmental Impact

Reducing greenhouse gas (GHG) emissions and supporting renewability are key objectives of the City, as set forth in the OCP and the *Energy & Sustainability Framework*.

The development of new neighbourhoods results in GHG production associated with construction (buildings and infrastructure), as well as motor vehicle traffic associated with eventual occupation. These impacts are partially offset through investment towards alternate modes of transportation (active and transit) and through the City’s commitment towards “complete neighbourhoods”. Further measures include energy efficient construction, which is partly achieved through requirements of the National Building Code, as well as various incentive and subsidization programs.

Indigenous Impact

The Coopertown Neighbourhood is planned as a “complete neighbourhood”; therefore, supports key objectives of *kâ-nâsihtikawin* (Indigenous Framework) relating to *wihci-atoskêwin askîhk* (WEE-chey-AH-toe-skay-win AHS-keek) – living together on the land, in harmony – through diverse housing options and other amenities.

There are no financial, legal, labour or inclusion, diversity, equity and accessibility impacts respecting this report.

OTHER OPTIONS

OPTION 1 – Approve the revised Coopertown CP and rezoning – RECOMMENDED

Advantage: The proposed amendments support the advancement of a new neighbourhood; joint-use school site and the Northwest Regional Wastewater Lift Station, which is a facility that will benefit existing neighbourhoods as well.

Consideration: The application represents a revision to an existing, approved concept plan and is intended to provide a land use framework that better reflects current market demands and design choices of the Applicant.

A new joint-use school site has been identified, by the school divisions and the Ministry of Education, as a requirement to meet student enrollment projections, and the proposed new Coopertown CP includes a site for this purpose, which is absent in the current/approved version.

OPTION 2 – Refer the report back to Administration for revisions or additional information and direct that it be resubmitted to the Regina Planning Commission or returned directly to City Council – NOT RECOMMENDED

Advantage: Ensures that all information requested by Regina Planning Commission or City Council is provided to support a decision.

Consideration: Extends the decision and development timeline for the Applicant.

OPTION 3 – Deny the application – NOT RECOMMENDED

Consideration: The proposed revised Coopertown CP is required to advance the neighbourhood, a potential new joint-use school site and the Northwest Regional Wastewater Lift Station, which is a facility that will also benefit existing neighbourhoods.

COMMUNICATIONS & ENGAGEMENT

Public and stakeholder engagement is summarized in Appendix B – Public Feedback. The neighbouring community associations are currently inactive; therefore, no community association was contacted.

The review process included ongoing dialog, and multiple meetings, with the school divisions and the Ministry of Education to establish an appropriate site for a potential new joint-use school.

Public notice of City Council’s consideration of this application and of the public hearing conducted in relation to the proposed amending bylaws will be given in accordance with *The Public Notice*

Policy Bylaw, 2020. Additionally, the Applicant and other interested parties will receive a copy of the report and notification of their right to appear as a delegation at the City Council meeting when the application will be considered.

DISCUSSION

Overview

Dream Asset Management Corporation (Applicant and Landowner) is requesting an amendment to the *Coopertown Concept Plan* (Coopertown CP) and Zoning Bylaw to support the development of a new neighbourhood (Coopertown) at the Subject Property location (Appendix A-1 – Location).

The proposed key amendments to the Coopertown CP include:

- Expanding the overall Concept Plan area (neighbourhood boundary).
- Reconfiguration of the land use, roadway and open space framework (Appendix E – Proposed Concept Plan).
- A site for a potential new joint-use school.

The intent of the Zoning Bylaw amendment is to rezone part of the Subject Property to various zones that support the proposed Coopertown CP amendments (Appendix G – Zoning [Proposed]).

The proposed amendments respond to:

- Current and evolving market trends, which reflect more diverse housing needs, and provides flexibility to utilize Municipal Reserve dedication for a joint-use elementary school.
- The construction of the Northwest Regina Regional Lift Station.
- A more refined understanding of the 9th Avenue North – Fairway Road proposed interchange.

The proposed boundary expansion will expand the Concept Plan area by approximately 24 per cent and increase the population from 3,568 to approximately 5,600 people.

The Coopertown CP was approved by City Council in 2018; however, no development has occurred. City Council approved rezoning for an initial development stage (Phase 1, Stage 1) in 2022 and the City is currently reviewing a subdivision application for this area (shown on Appendix F – Proposed Detailed Reference Plan). This initial development stage is in accordance with the current Coopertown CP and will be carried forward into the new proposed new Coopertown CP.

This report includes three concept plan figures, which illustrate both the current/ approved version and what is being proposed. Appendix C – Changes to Concept Plan Format explains the relationship between these figures.

Assessment

The Coopertown CP amendment and Zoning Bylaw amendment have been reviewed from the perspective of OCP – Part A compliance; OCP – Part B.17 (*Coopertown Neighbourhood Plan*) compliance; transportation, utility and community services.

Policy Review

The Coopertown CP amendment and Zoning Bylaw amendment have been reviewed from the perspective of the OCP – Part A and deemed to align with the policies and objectives:

- The revised Coopertown CP aligns with the *Guidelines For Complete Neighbourhoods* (Section D5, Policy 7.8; Appendix A) by including a framework for housing diversity, interconnected street system and a centrally located neighbourhood hub and park.
- Supporting data demonstrates that the intent is to exceed the minimum population density requirement of 50 people per hectare (Section C, Policy 2.11.2).
- The expansion area up to the future north-south arterial street, along west boundary, is consistent with the newly approved growth plan policies.

The revised Coopertown CP includes a site for a potential new joint-use school, which was identified as a potential requirement through consultation with the school divisions and the Ministry of Education. The proposed site aligns with the school location guidelines (OCP; Section E; Policy 14.37B.1): collector roadway adjacency; neighbourhood hub proximity; multi-use pathway connectivity; adequate street frontage.

The intent is to locate the school on a 2.6-hectare site, dedicated as Municipal Reserve, which would be reserved for school purposes. This site forms part of a larger centrally located neighbourhood park, which would include an athletic field and other facilities. The intent is that park facilities would be shared between the school divisions and the community in a coordinated fashion, which reflects an arrangement pursued elsewhere in the city.

Provincial approval of funding for the proposed school construction has yet to be announced or confirmed. If the school construction does not proceed, the site identified for school purposes will transition to residential land use. The school site is identified on the Coopertown CP, as a “Flex Area” which allows for both above noted scenarios.

Further, the proposed amendments align with the *Coopertown Neighbourhood Plan*, which designates the Subject Property as “Neighbourhood Area”, supporting a “...diversity of residential types, parks and open space, local commercial and appropriate civic, recreation and institutional uses” (Section 4.2.1). The proposed amendments are consistent with the land use intent of this Plan, as well as the framework for major roadways, multi-use pathways and infrastructure.

Servicing Review

No capacity exists in the existing wastewater networks; therefore, wastewater will need to be routed, through a new trunk, to the proposed new Northwest Regional Wastewater Lift Station (NRWLS), which is scheduled to be completed in 2028. Until the NRWLS is operational, the Applicant has indicated that they may pursue private, on-site storage, which would need to be pumped out and hauled to a wastewater receiving station.

Storm water management will be accommodated through a combination of major and minor systems including, as the main storage facility, a proposed detention pond, which is to be co-located with an athletic field situated within the proposed neighbourhood-level park.

As the athletic field will also detain storm water and may be shared with students attending the potential school, it is a requirement (OCP; Section D9; Policy 11.4) that safety measures be implemented. Safety will be achieved through design (slopes), fencing and student management, which has been discussed with the school boards and the Ministry of Education. The presence of water, following a rain event, will be temporary and required to drain within a prescribed timeframe.

The provision of water service is not considered an issue. Activation of the recently completed Redbear Avenue Pumping Station will boost water pressure in the Primary Pressure Zone and benefit the Coopertown development.

Courtney Street will serve as the primary roadway providing access in and out of the Coopertown CP area, until such time as the future arterial, framing the west side of the neighbourhood, is constructed. Courtney Street will be constructed as an urban arterial roadway and will be phased-in as Coopertown is developed. 9th Avenue N will eventually transition to an urban expressway (Ring Road) and the Courtney Street – 9th Avenue N intersection will transition to an interchange – these represent future upgrades and are not necessary for this phase of the Coopertown area.

The proposed open space network includes a centrally located 6.25 hectare neighbourhood park and a municipal buffer (MB) along the major roadways. The park will accommodate an athletic field, accessible play area and other features, which will be confirmed at the subdivision stage. The MB will include landscaping, a gas pipeline and, potentially, a walkway. Additionally, a .38 hectare “pocket park” will be constructed, which was approved through above noted Phase 1, Stage 1 rezoning. This open space solution complies with the City’s Recreation Master Plan.

OCP Amendment

An amendment to the OCP is being recommended to ensure consistent development outcomes along collector roads. The amendment will prioritize collector roads as an appropriate location for medium and higher density residential and mixed-use land uses; therefore, reserving lower density residential for local streets. Furthermore, single lot frontage vehicular access would be avoided on collector roads, which would then require subdivisions to include rear lanes.

This proposed policy ensures that collector streets are maintained for pedestrian and motorist safety, space for tree canopy, snow storage, and street parking. This general design principle is already being implemented in new neighbourhoods through detailed concept plans; however, policy guidance is being recommended to ensure consistent outcomes across all new neighbourhoods

DECISION HISTORY & AUTHORITY

On July 30, 2018, City Council considered item *CR18-75 Proposed Coopertown Concept Plan* and adopted a resolution to approve the Coopertown CP.

On July 30, 2025, City Council considered item *CR25-88 Concept Plan Amendment – 500 N Courtney Street* and adopted a resolution to approve the amendment.

Respectfully Submitted,

Respectfully Submitted,



Autumn Dawson, Director
Planning & Development Services

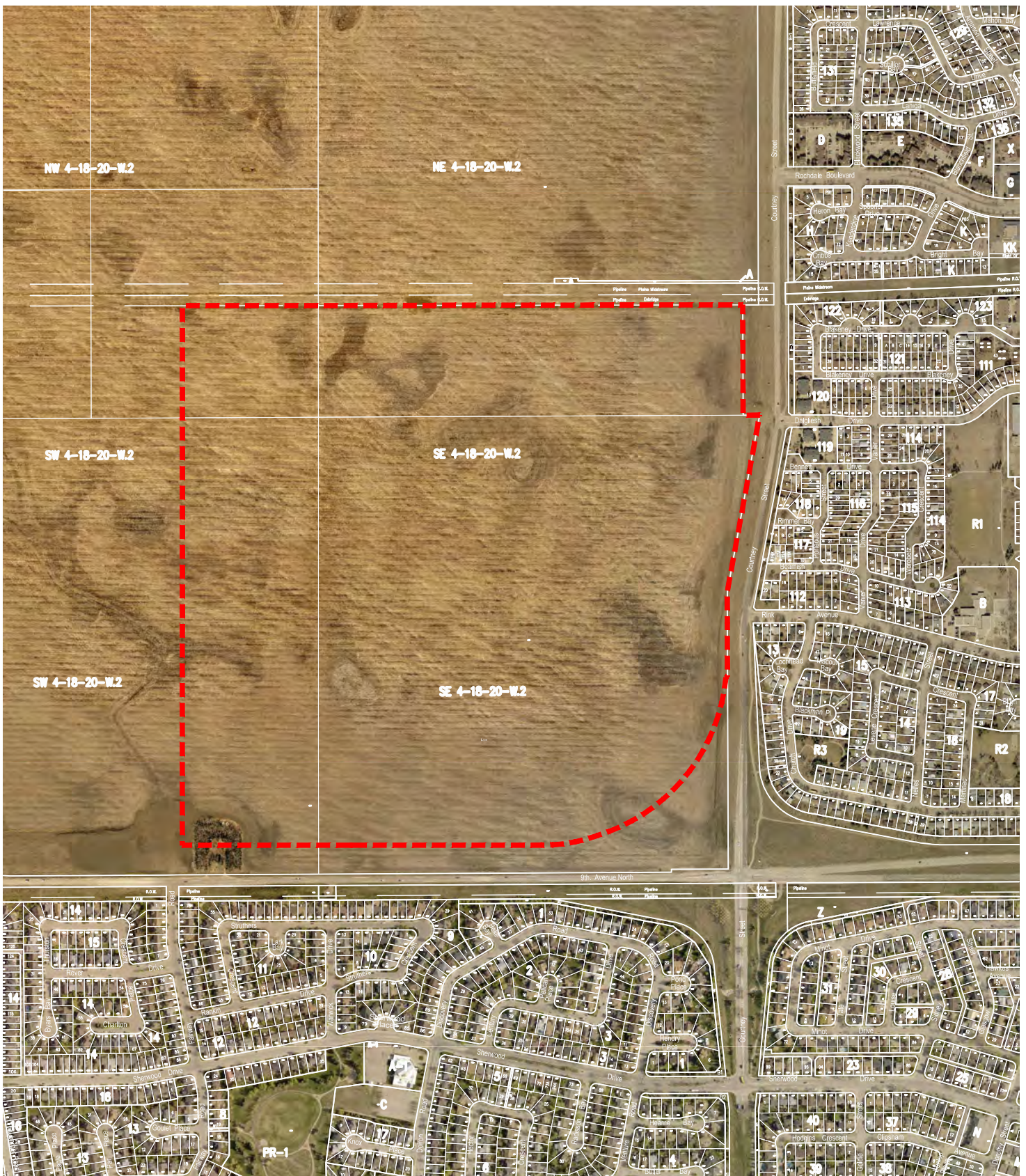


Deborah Bryden, Deputy City Manager
City Planning & Community Services

Prepared by: Zoey Drimmie, City Planner II

ATTACHMENTS

- Appendix A-1 - Location
- Appendix A-2 - Zoning (Existing)
- Appendix B - Public Feedback
- Appendix C - Changes to Concept Plan Format
- Appendix D - Existing Concept Plan
- Appendix E - Proposed Concept Plan
- Appendix F - Proposed Detailed Reference Plan
- Appendix G - Zoning (Proposed)



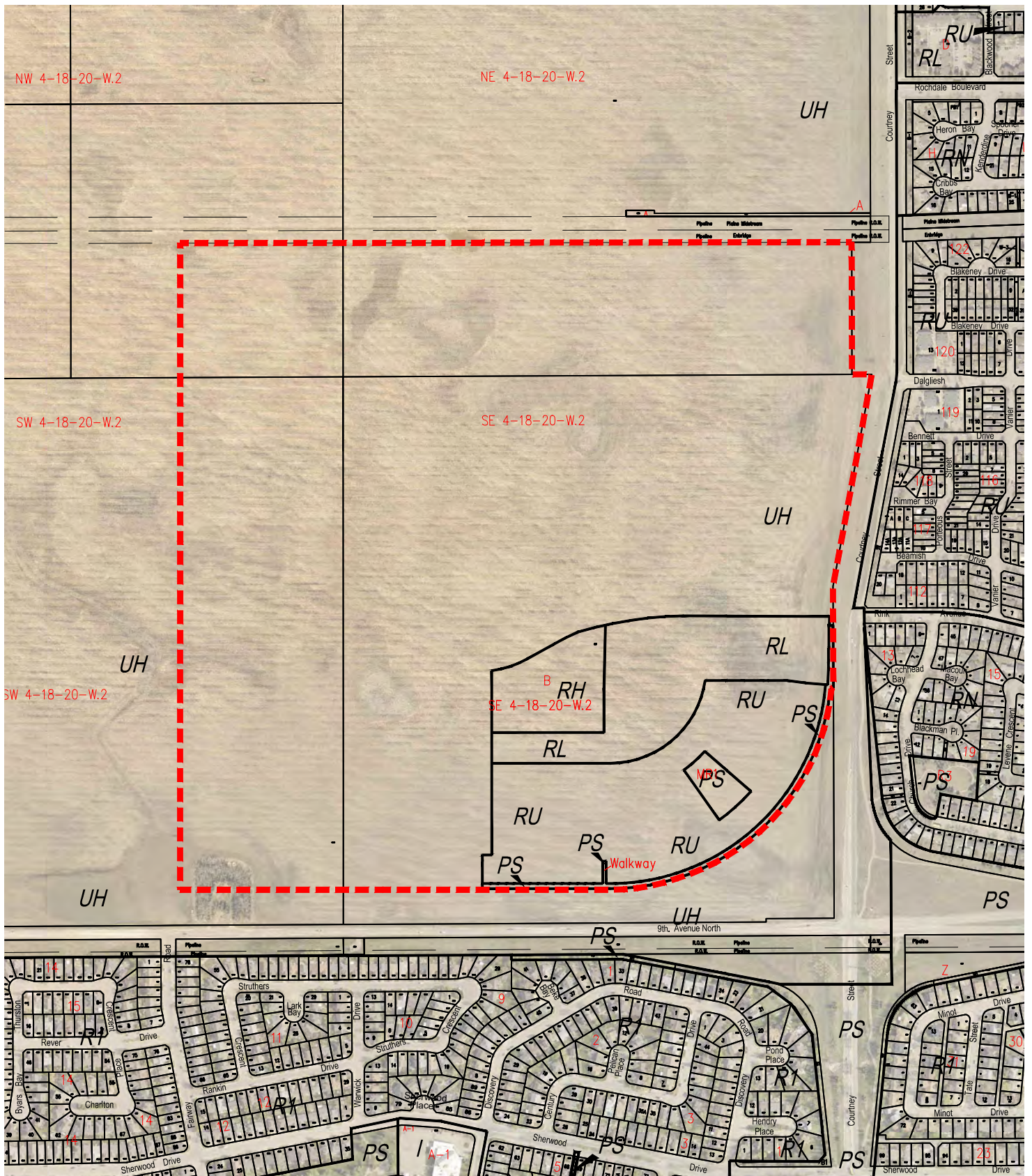
Date of Photography: 2024




Subject Property

Project 500N_Courtney_Str Civic Address/Subdivision

Coopertown Major Concept Plan
500N Courtney Street



Date of Photography : 2024

 Subject Property



Community Contact and Feedback Summary
Communications

Public Notice Sign N/A	<ul style="list-style-type: none"> Per Section 11(a)(i) of <i>The Public Notice Policy Bylaw 2020-28</i>, no sign was posted on-site due to the size and location of the Subject Property.
Public Notice Letter January 30, 2026	<ul style="list-style-type: none"> Mailed (Canada Post) to 153 addresses Customized notification radius
Website Information January 30, 2026	<ul style="list-style-type: none"> Information Notice posted on the City of Regina website Online comment portal open

Comments/ Feedback

Response	#	Comments
Completely opposed	0	
Accept if different	2	<ul style="list-style-type: none"> Need noise attenuation measures along Courtney Street. Need to keep high-density residential away from Courtney Street or closer to existing high-density in Rosewood Park, as it is incompatible with the low-density nature of adjacent neighbourhoods. Need to keep commercial away from Courtney Street as it is incompatible with adjacent neighbourhoods. Upgrades to Courtney Street ahead of development and add lights to intersections.
Support proposal	0	
Total	2	

City Administration Response
1. Issue: Noise attenuation
Administration's Response:

The implementation of noise attenuation measures is directed by the City's *Noise Attenuation Policy*, which was approved by City Council on June 11, 2025.

The current Coopertown Concept Plan was approved in 2018, prior to the *Noise Attenuation Policy*, which was approved in 2025; therefore, the developer is not required to install an acoustic barrier along segments of Courtney Street and 9th Avenue North that abut the boundary of the current Coopertown Concept Plan.

The proposed/new Coopertown Concept Plan includes a boundary extension, which aligns the west boundary with the proposed 9th Avenue North – Fairway Road intersection (future interchange); therefore, as part of a future subdivision and servicing agreement, the City will assess the need to study acoustic implications resulting from this interchange.

2. Issue: High Density Residential and Commercial along Courtney Street**Administration's Response:**

The application relates to an amendment to an already approved concept plan, which currently allows for commercial and some high-density in, approximately, the same location as the proposed new concept plan.

Courtney Street is identified as an arterial road and will be widened in the future, with additional lanes added. Due to high vehicle capacity and potential for higher levels of transit service, arterial roadways are generally regarded as appropriate locations for higher density residential and commercial development, subject to planning approval.

Notwithstanding the potential for more intense land use along Courtney Street, the Coopertown Concept Plan restricts high density residential along most of Courtney Street, within the neighbourhood, and limits commercial to one node, which corresponds to a "neighbourhood hub" location identified and approved through the *Coopertown Neighbourhood Plan*, which allows for commercial at this location.

Further, the Coopertown Concept Plan contemplates a buffer between the development and Courtney Street, which exceeds typical buffer width.




3. Issue: Upgrades to Courtney Street**Administration's Response:**

Courtney Street will serve as the primary roadway providing access in and out of the Coopertown CP area, until such time as the future arterial, framing the west side of the neighbourhood, is constructed. Courtney Street will be constructed as an urban arterial roadway and will be phased-in as Coopertown is developed.

Changes to the Concept Plan Format

Background: This Appendix is added to provide an explanation of why there are three Coopertown CP figures, as described below. Previous/existing concept plans direct future rezoning and subdivision applications by showing the specific location of land use, residential densities and the open space and roadway network. Through a recent review of this format, it has been concluded that:

- Through recent proposed Official Community Plan (OCP) amendments, policy exists for directing the configuration of all new neighbourhoods through common, generally applicable, expectations; therefore, it is no longer needed to specify this for each concept plan.
- Building too much detail into concept plans results in ongoing amendments; therefore, better to be more conceptual and “higher-level”.

Existing/Approved Concept Plan Appendix D in Report	Proposed/New Concept Plan Appendix E in Report	Proposed Detailed Reference Plan Appendix F in Report
		
<ul style="list-style-type: none"> • The intent is to replace this with the Proposed/New Coopertown CP included as Appendix E. • The configuration of land use, blocks and streets is obsolete, which illustrates why too much detail leads to revisions. 	<ul style="list-style-type: none"> • This is the Proposed/New Coopertown CP and the version that would be subject to City Council approval. • This shows the location of land use, residential densities and the open space and roadway networks at a high-level. • The intent is to avoid amendments, and to defer design detail to future planning stages. 	<ul style="list-style-type: none"> • This shows a potential, hypothetical, full build-out scenario, based on Proposed/New Coopertown CP, and implementation relevant policies and standards. • This version is not subject to City Council's approval, but will be referenced and updated as requests for rezoning are proposed.

Coopertown Concept Plan - Land Use Plan

Appendix D

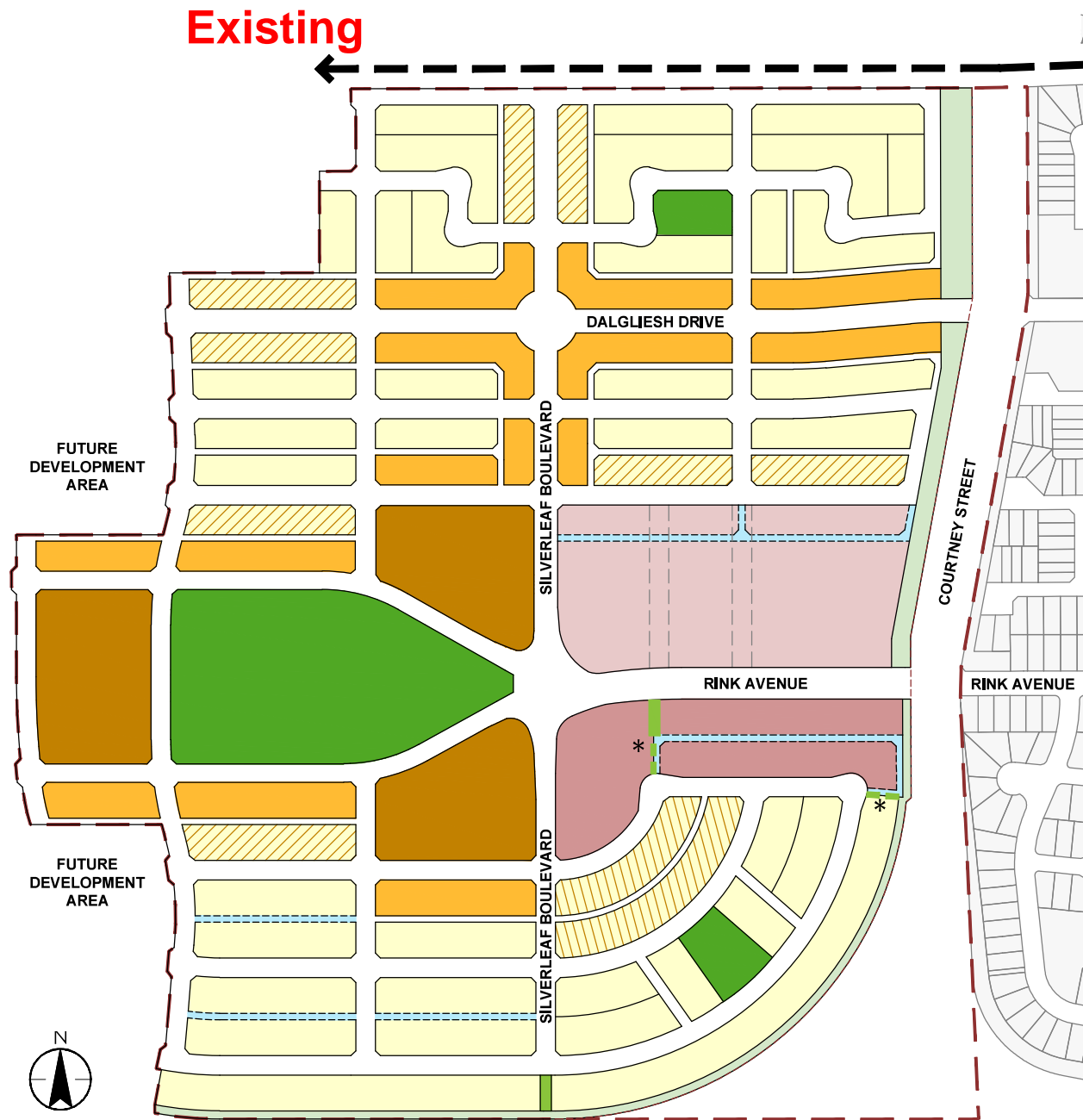
Legend

- Low Density Units
- Low or Medium Density Units
- Medium Density Units
- High Density Units
- Flex Area 1 (Limited to: Commercial, Mixed-Use, Office, Low, Medium, and High Density Residential)
- Flex Area 2 (Limited to: Mixed-Use, Office, Low, Medium, and High Density Residential)
- Municipal Reserve
- Municipal Buffer
- Municipal Walkway
- Potential Municipal Walkway
- Potential Roads
- Potential Lanes
- Hydrocarbon Pipeline Corridor

Land Use Category	Ha	%	Units/Ha	Units	Ppl/Ha	Pop.
Low Density Units	16.416	25.0%	25	411	67.5	1109
Low or Medium Density Units	4.382	6.7%	37.5	165	97.5	428
Medium Density Units	5.713	8.7%	50	286	125	715
High Density Units	4.743	7.2%	100	475	180	854
Flex Area 1 - Commercial	3.640	5.5%	-	-	-	-
Flex Area 1 - Residential	0.863	1.3%	75	65	135	117
Flex Area 2	2.551	3.9%	75	192	135	345
Municipal Reserve	4.775	7.3%	-	-	-	-
Local Roads and Lanes	19.952	30.4%	-	-	-	-
Municipal Buffer	1.833	2.8%	-	-	-	-
Municipal Walkway	0.066	0.1%	-	-	-	-
Potential Lanes	0.706	1.1%	-	-	-	-
Total	65.640	100.0%		1594	54 ppl/ha	3568
Courtney St. & Interchange Lands	7.330	-	-	-	-	-
Concept Plan Area	72.970					

* DENOTES AREA MUNICIPAL WALKWAY REQUIRED IF POTENTIAL LANE NOT INSTALLED.

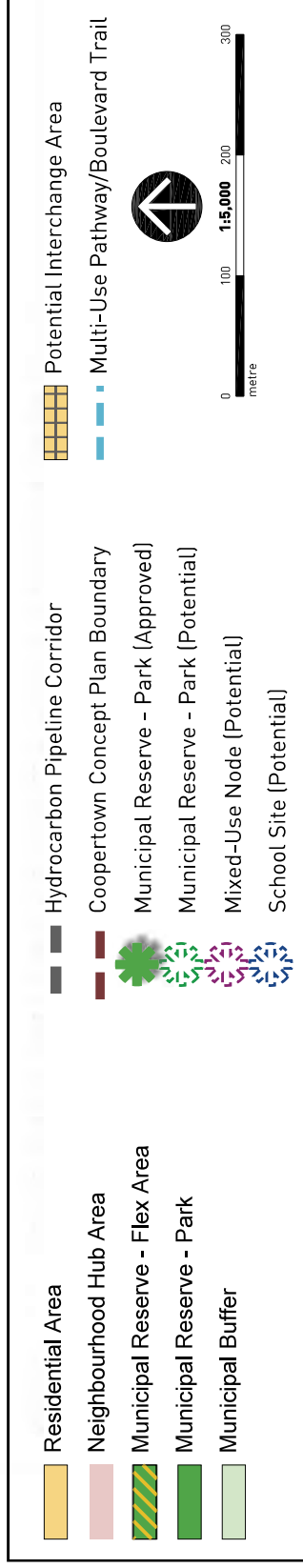
NOTE:
As a prerequisite for subdivision approval, reports, completed by the landowner or developer, shall be prepared to the City's satisfaction that demonstrates water, wastewater and stormwater serviceability.



9th AVENUE NORTH

Coopertown Concept Plan

Approved:



Statistics

Land Use Category	Ha	%	U/Ha	Units	Ppl/Unit	Pop	Ppl/Ha
Residential Area	49.28	55.9%	30.0 to 35.0	1,478 to 1,725	2.6	3,843 to 4,484	78 to 91
Neighbourhood Hub - Commercial	1.10	1.3%	60.0 to 91.0	66 to 101	1.8	119 to 181	108 to 164
Neighbourhood Hub - Residential	2.55	2.9%					
Municipal Reserve - Flex Area	2.55	2.9%	75.0 to 125.0	191 to 319	1.8	344 to 574	135 to 225
Municipal Reserve Park	2.60	2.9%	0.0 to 25.0	0 to 65	2.6	0 to 169	0 to 65
Municipal Buffer	6.63	7.5%					
Internal Roads, Lanes & Walkways	1.48	1.7%					
	21.88	24.8%					
Concept Plan Area	88.08	100.0%		1,736 to 2,209		4,307 to 5,408	49 to 61
	hectares			units		people	people per hectare

Potential Interchange Area

Category	Ha	%	U/Ha	Units	Ppl/Unit	Pop	Ppl/Ha
Residential Area	2.14	2.4%	30.0 to 35.0	64 to 75	2.6	167 to 194	78 to 91
Municipal Buffer	0.12	0.1%					
Concept Plan Area (Including Potential Interchange Area)	90.34			1,800 to 2,284		4,474 to 5,602	50 to 62
	hectares			units		people	people per hectare

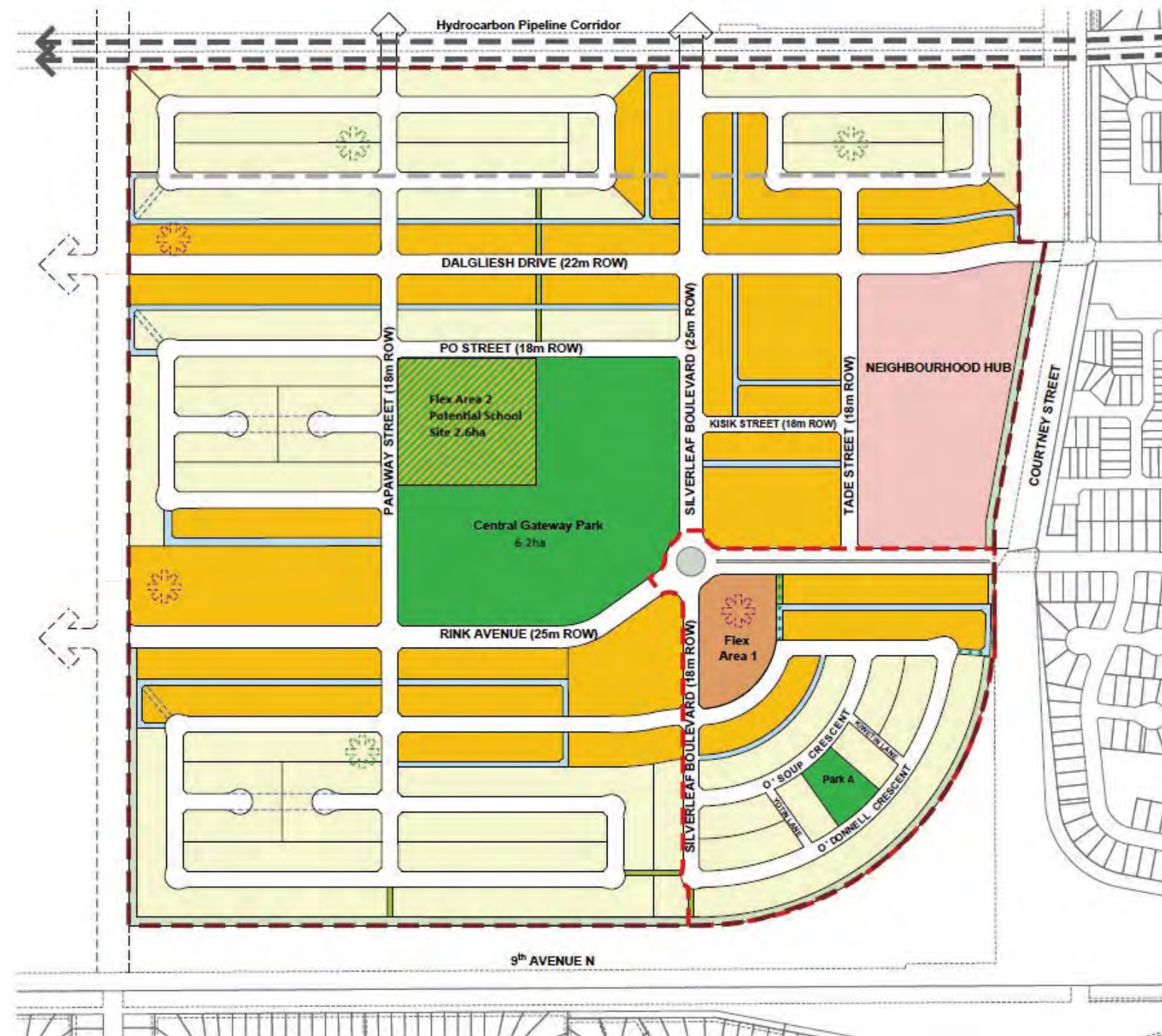
* Land Use Areas are approximate and are subject to change. Any changes will maintain overall density ranges.

Land Use

Residential Area	Dwelling land-use and complementary uses per the applicable residential zone.
Neighbourhood Hub - Commercial	Per Official Community Plan - Part A - Appendix C (Definitions)
Mixed Use Node (Potential)	Mixed-Use Building(s); local commercial; office
Municipal Reserve - Park	City recreation facilities
Municipal Reserve - Flex Area	School Site or Residential Area land uses

Policy

- At least 50% of the Neighbourhood Hub Area shall be reserved for commercial land use.
- Should the Interchange Area not be required to support roadway infrastructure (whole or in part), it should be developed as residential, per Residential Area Policy.
- The maximum allotment and configuration of Municipal Reserve shall be in accordance with the Concept Plan figure; however:
 - Should a school not be required, the area shown as "Municipal Reserve - Flex Area" shall transition to residential land use.
 - Areas identified as "Municipal Reserve - Park (Potential)" would only be considered as Municipal Reserve if the City identifies the need for additional park space.
 - The dedication of Municipal Reserve will be determined by the City at the rezoning and/or subdivision stage.
- The location and configuration of land use, transportation corridors and dedicated lands shall be in general accordance with this figure; however, the City may consider minor variations at the rezoning stage without a Concept Plan amendment being required.
- The location of different residential types and densities shall be identified at the rezoning and subdivision stage in accordance with OCP policy.
- As a prerequisite for subdivision approval, a storm water servicing strategy, applying to the Concept Plan area, shall be completed to the City's satisfaction.

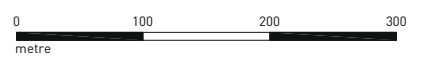


Non-Binding Demonstration Land Use Plan

The statistics below represent an estimate of the areas, units, and population anticipated within the Coopertown plan area based on the demonstration plan, but actual numbers may vary higher or lower at the subdivision stage.

Land Use Category	Ha	%	U/Ha	Units	Ppl/Unit	Pop	Ppl/Ha
Low Density Units	29.15	32.3%	22.5 to 27.5	656 to 802	2.7	1,771 to 2,165	61 to 74
Medium Density Units	22.51	24.9%	47.5 to 52.5	1,069 to 1,182	2.5	2,673 to 2,955	119 to 131
Neighbourhood Hub - Commercial	2.55	2.8%					
Neighbourhood Hub - Residential	2.55	2.8%	75.0 to 125.0	191 to 319	1.8	344 to 574	135 to 225
Flex Area 1 - Residential / Commercial / Office	1.10	1.2%	75.0 to 100.0	83 to 110	1.8	149 to 199	135 to 180
Flex Area 2 - Residential / School / Park	2.60	2.9%	0.0 to 25.0	0 to 65	2.7	0 to 175	0 to 68
Municipal Reserve	6.63	7.3%					
Municipal Buffer	1.60	1.8%					
Potential Walkway	0.18	0.2%					
Potential Lane	2.52	2.8%					
Roads	18.93	21.0%					
Concept Plan Area	90.34 hectares	100.0%		2,000 to 2,478 units		4,938 to 6,068 people	55 to 67 people per hectare

Low Density Residential Frontages - 8349.93 m
 Medium Density Residential Frontages - 4669.91 m



- Low Density Residential
- Medium Density Residential
- Neighbourhood Hub
- Flex Area 1
- Flex Area 2
- Municipal Reserve
- Municipal Buffer
- Potential Municipal Reserve Parks
- Potential Mixed-Use Node (Local Commercial, Residential, Office)

- Hydrocarbon Pipeline Corridor
- 120m 1 in 1 Million Risk Contour from Pipeline Corridor
- Potential Lane
- Potential Municipal Walkway
- Walkway (*Denotes area municipal walkway required if potential lane not installed)
- Existing Legal Line
- Existing ROW
- Potential Road or Lane
- Coopertown Concept Plan Boundary
- Approved Subdivision Plan Boundary Under Construction

Coopertown Concept Plan - Option 2
Non-Binding Demonstration Plan

April 27, 2026

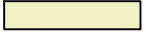






Dec 22, 2025 - 4:40pm W:\2025-204_Dream Asset Management Corporation_Coopertown CP Amendment Mapping_CP\5.0 Technical\5.1 Technical Production\5.1.1 AutoCAD\2025-204 Concept Option 2_2025Dec22.dwg Concept

COOPERTOWN

PROPOSED ZONING PLAN FOR PART OF SEC 4, TWP 18, RGE 20, W2 Mer REGINA, SASKATCHEWAN

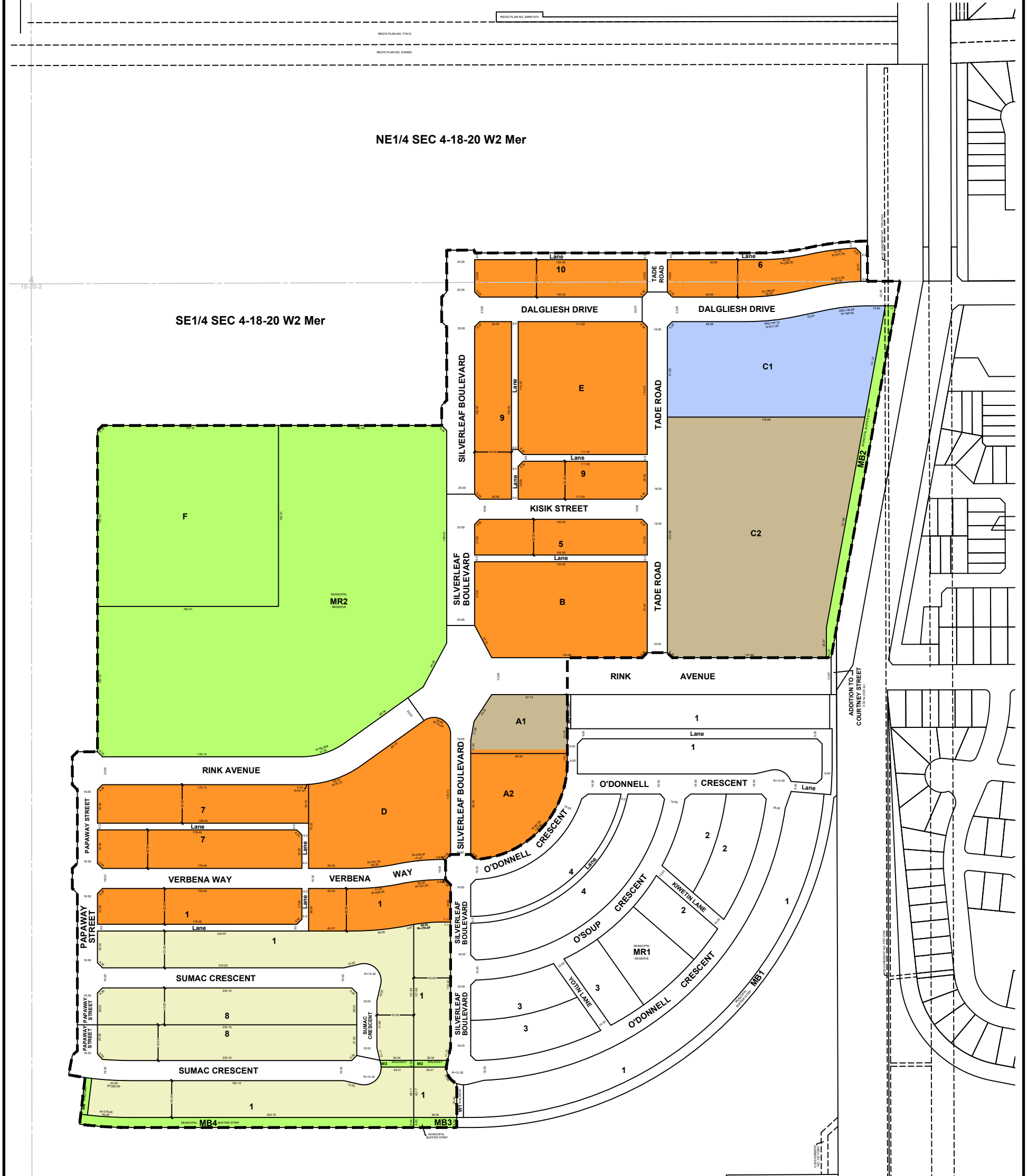
NOT TO SCALE

ZONING:

RESIDENTIAL URBAN (RU)	
RESIDENTIAL NEIGHBOURHOOD (RN)	
RESIDENTIAL LOW-RISE (RL)	
RESIDENTIAL HIGH-RISE (RH)	
MIXED LOW-RISE (ML)	
MIXED HIGH-RISE (MH)	
PUBLIC SERVICE (PS)	

OWNER - DEVELOPER:
DREAM ASSET MANAGEMENT CORPORATION

**REDUCED DRAWING
* NOT TO SCALE ***



BYLAW NO. 2026-32

DESIGN REGINA: THE OFFICIAL COMMUNITY PLAN
AMENDMENT BYLAW, 2026 (No. 3)

THE COUNCIL OF THE CITY OF REGINA ENACTS AS FOLLOWS:

Purpose

- 1 The purpose of this Bylaw is to amend *Design Regina: The Official Community Plan Bylaw* to add new policy guidelines with respect to development density in proximity to collector streets.

Authority

- 2 The authority for this Bylaw is Part IV, Section 29(2) of *The Planning and Development Act, 2007*.

Amendments

- 3 Bylaw No. 2013-48, being *Design Regina: The Official Community Plan Bylaw* is amended by amending Schedule A in the manner set forth in this Bylaw.
- 4 Part A – Appendix A, Policy 7.1.9 is amended by adding the following as a new bullet between the existing 3rd and 4th bullet points of the paragraph:

“Within NEW NEIGHBOURHOODS, collector streets should prioritize *medium density* residential, *high density* residential, or mixed-use land uses, and should be designed to avoid single lot vehicular access.”

Coming Into Force

- 5 This Bylaw comes into force on the date of approval by the Minister of Government Relations.

READ A FIRST TIME THIS 20th DAY OF May 2026.

READ A SECOND TIME THIS 20th DAY OF May 2026.

READ A THIRD TIME AND PASSED THIS 20th DAY OF May 2026.

Approved as to form this _____ day of _____, 20____.

City Solicitor

Mayor

City Clerk

(SEAL)

CERTIFIED A TRUE COPY

City Clerk

Approved by the Ministry of Government Relations
this _____ day of _____, 2026.

Ministry of Government Relations

ABSTRACT

BYLAW NO. 2026-32

DESIGN REGINA: THE OFFICIAL COMMUNITY PLAN
AMENDMENT BYLAW, 2026 (No. 3)

PURPOSE:	To amend <i>Design Regina: The Official Community Plan Bylaw</i> to establish new policy guidelines with respect to development density in proximity to collector streets.
ABSTRACT:	The proposed amendments will update Appendix A, policy 7.1.9 to establish new policy guidelines with respect to development density in proximity to collector streets.
STATUTORY AUTHORITY:	Part IV, Section 29(2) of <i>The Planning and Development Act, 2007</i> .
MINISTER'S APPROVAL:	Part IV, Section 39 of <i>The Planning and Development Act, 2007</i> .
PUBLIC HEARING:	A public hearing is required between the first and second reading of this Bylaw pursuant to section 10 of <i>The Public Notice Policy Bylaw, 2020</i> and in accordance with <i>The Procedure Bylaw</i> .
PUBLIC NOTICE:	Required, pursuant <i>The Public Notice Policy Bylaw, 2020</i> . Public notice was posted at City Hall and on the City's website as of May 12, 2026.
REFERENCE:	Regina Planning Commission, May 12, 2026, RPC26-8
AMENDS/REPEALS:	Amends <i>Design Regina: The Official Community Plan Bylaw</i> .
CLASSIFICATION:	Regulatory
INITIATING DIVISION:	City Planning and Community Development
INITIATING DEPARTMENT:	Planning & Development Services

BYLAW NO. 2026-33

THE REGINA ZONING AMENDMENT BYLAW, 2026 (No. 6)

THE COUNCIL OF THE CITY OF REGINA ENACTS AS FOLLOWS:

Purpose

- 1 The purpose of this Bylaw is to amend *The Regina Zoning Bylaw, 2019* by re-zoning the subject property located at 500 N Courtney Street to accommodate a variety of land uses consistent with the Coopertown Concept Plan.

Authority

- 2 The authority for this Bylaw is section 46 of *The Planning and Development Act, 2007*.
- 3 Schedule “A” of *The Regina Zoning Bylaw, 2019* is amended in the manner set forth in this Bylaw.

Rezoning

- 4 Chapter 9 – Zoning Maps 2092(A), 2292(A); and 2293(A) are amended by re-zoning the lands described in this section and shown as outlined on the map attached as Appendix “A” to this Bylaw as follows:

Land Description: SE¼ 4-18-20-W2

Civic Address: 5000 N. Courtney Street

Current Zoning: UH - Urban Holding Zone

Proposed Zoning: MH – Mixed High-Rise Zone;
 RH – Residential High-Rise Zone;
 RL – Residential Low-Rise Zone;
 RU – Residential Urban Zone; and
 PS – Public Service Zone

Coming Into Force

- 5 This Bylaw will come into force on the day of passage.

READ A FIRST TIME THIS 20th DAY OF May 2026.

READ A SECOND TIME THIS 20th DAY OF May 2026.

READ A THIRD TIME AND PASSED THIS 20th DAY OF May 2026.

Approved as to form this ___day of _____, 20__.

City Solicitor

Mayor

City Clerk

(SEAL)

CERTIFIED A TRUE COPY

City Clerk

APPENDIX "A"



ABSTRACT

BYLAW NO. 2026-33

THE REGINA ZONING AMENDMENT BYLAW, 2026 (No. 6)

PURPOSE:	The purpose of this Bylaw is to rezone the subject property to accommodate a variety of land uses consistent with the Coopertown Concept Plan.
ABSTRACT:	This Bylaw re-zones part of the property at 500 N Courtney Street to accommodate a variety of land uses consistent with the Coopertown Concept Plan.
STATUTORY AUTHORITY:	Section 46 of <i>The Planning and Development Act, 2007</i> .
MINISTER'S APPROVAL:	N/A
PUBLIC HEARING:	A public hearing is required between first and second reading of this Bylaw pursuant to section 10 of <i>The Public Notice Policy Bylaw, 2020</i> and in accordance with <i>The Procedure Bylaw</i> .
PUBLIC NOTICE:	Required, pursuant to section 13 of <i>The Public Notice Policy Bylaw, 2020</i> . An advertisement for this Bylaw was published at City Hall and on the City's website on May 12, 2026.
REFERENCE:	Regina Planning Commission, May 12, 2026, RPC26-8.
AMENDS/REPEALS:	Amends <i>The Regina Zoning Bylaw, 2019</i> .
CLASSIFICATION:	Regulatory
INITIATING DIVISION:	City Planning & Community Development
INITIATING DEPARTMENT:	Planning & Development Services

Good Afternoon Mr. Mayor and Regina City Councillors

My name is Ian Cantello and I am the President of the Regina Civic Middle Management Association. I am joined here today by Dave Kelly, President of CUPE Local 7. Not here today but in support of our delegation is Tyler Hutchinson, President of CUPE Local 21. We represent the majority of City of Regina employees who have flexible workspace arrangements. We are speaking here today on behalf of our members in opposition to the motion to return all non-accommodated staff to the office. This motion runs contrary to City of Regina policy, ignores peer-reviewed research and demonstrates a misunderstanding of the economic moment we are in.

For the record, most of our members that work from home are on a hybrid schedule, meaning that they spend some days in the office, and some days at home.

Let's start by talking about policy and how this motion contradicts Council-adopted policies. I want to start with a concept called Travel Demand Management or TDM. TDM is a way to reduce traffic congestion and reduce the need to expand road networks by changing people's travel patterns.

I'll refer now to page 25 of the City of Regina's Transportation Master Plan (2017).

Policy 1.20 recommends the City adopt a lead-by-example policy to promote TDM strategies within the City of Regina municipal corporation. Policy 1.24 encourages the use of innovative technology to change travel behaviour, aligning to policy 5.23 of the Official Community Plan.

Working from home, and the ability to conduct meetings and collaborate online (using tools like Teams or Zoom), is a new application of technology. This is Travel Demand Management. Every single time someone decides to drive somewhere it makes the rest of the road network less efficient for everyone else. Demanding city workers return to the roads means more traffic, less parking and slower commutes for everyone in an area of the city which is already quite congested. It's also a safety concern during inclement weather.

Moving on to page 67 of the City of Regina's Energy & Sustainability Framework.

Big Move policy 6.2 directs the City to Employ Car-free zones, increased parking rates, car and bike-share programs and **work-from-home measures** to reduce demand for personal-use vehicles.

In summary, work-from-home alleviates the need for costly road expansion projects and supports our environmental goals. Work from home aligns with policy already approved and adopted by Regina City Council.

As for modern research and best practice, numerous studies show that work-from-home improves work-life balance, employee retention and, importantly, keeps the same productivity or improves it. Employee satisfaction is increasingly important as Millennials and Gen-Z bring new perspectives into the workplace. There's a bibliography attached if you're interested.

The satisfaction of those workers will be tested if you decide to bring employees back to City Hall full-time. City Hall itself is far past its prime, despite the ongoing and admirable efforts of our facilities team to plug holes in the dam. Or should I say plug holes in a leaky 5th floor window. It is far from a modern office environment, and I'm happy to provide additional details if you're interested.

It is also important to consider that employees were asked to invest in the equipment and space required for their home office. Given that work-from-home is advertised prominently as a benefit on job postings, can you blame employees for feeling deceived if work-from-home privileges were fully rescinded? I can provide more details on this as well.

Last of all, the economic factors. The rationale for this motion was shared widely on social media last month. The motion proposes examining whether removing work-from-home privileges – and it **is** a privilege – would cost the City more than \$250,000. It also cites the economic stimulus of the downtown as a reason for bringing people back to City Hall full time.

We can guarantee that it will cost you more than \$250,000. Our memberships have grown significantly, mostly under hybrid models. City Hall is bursting at the seams already. The only solution must be to rent space in the downtown and saddle the public with another expensive lease. What services will council decide to cut to pay for this?

If you will recall, during budget deliberations the former CFO pointed out that most union salaries have not kept up with inflation. The City's presentation cited most jobs falling behind inflation by 5% to 11% over the last 10 years. I can say that as of January 1st 2025 that number for our three unions was 8% or more.

To make this very clear, this motion asks our members to spend more money and time commuting to their jobs, at a time where gas is hitting record highs, not to mention the cost of parking. The motion suggests our members would ride the bus. The bus takes more time and transit fares just went up, too. All those additional costs, plus wages which have lagged behind inflation? And the proposed outcome here is the economic stimulus of the downtown by our members spending freely?

That just doesn't add up. We'll be brown paper bagging our lunches into work. You'll see workers parking their vehicles in surrounding neighbourhoods and leaving their desks to

move their vehicles every couple of hours to avoid tickets. Which again means less parking for everyone else who has no choice other than to drive to downtown. You'll also see more sick time use, as workers will no longer be able to work remotely to avoid spreading an illness that otherwise wouldn't prevent them from working.

Put simply, this proposal is trying to cram the toothpaste back in the tube. We aren't living in the 90s anymore. Remote work, teleconferencing, and all the improvements they bring, are here to stay. There are other, better ways to stimulate the downtown, including subsidizing businesses directly. That way there might be some benefit instead of just making a whole lot of underpaid and overworked workers see their work-life balance decline further. We strongly oppose this motion and believe it would be a step backward for the City of Regina.

Thank you, and we would be happy to answer any questions you may have.

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Bloom, N., Han, R. & Liang, J. Hybrid working from home improves retention without damaging performance. *Nature* **630**, 920–925 (2024). <https://doi.org/10.1038/s41586-024-07500-2>

Sneppen, C. (2025). Future Hybrid Workplace Trends and Dynamics. In: The Future (R)Evolution of the Office Workspace. Future of Business and Finance. Springer, Cham. https://doi.org/10.1007/978-3-031-85229-9_8

Sneppen, C. (2025). Dominant Hybrid Workplace Objectives (Potential Competitive Advantages). In: The Future (R)Evolution of the Office Workspace. Future of Business and Finance. Springer, Cham. https://doi.org/10.1007/978-3-031-85229-9_17

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Mustajab, D. (2024). Exploring the effectiveness of remote and hybrid work policies: A literature review on workforce management practices. *Jurnal Manajemen Bisnis*, 11(2), 891-908.

May 4, 2026,

Mayor Bachynski and Executive Committee
City of Regina
2476 Victoria Avenue, PO Box 1790
Queen Elizabeth II Court
Regina, SK, S4P 3C8

Dear Mayor Bachynski and Members of Executive Committee,

On behalf of the Regina Downtown Business Improvement District (RDBID), I am writing to express our support for MN 26-7 Return to Office Work brought forward by Councillor Bezo concerning a return to work mandate for City Staff.

RDBID's mission is to act on behalf of our members to favorably position downtown as a unique, attractive and desirable neighbourhood for businesses, residents and visitors. Our organization's role is to support our members and advocate on their behalf as we continue to create a thriving and economically strong downtown that is also inclusive, attractive, and culturally vibrant for our entire community.

The COVID-19 pandemic, which emerged in early 2020, had a substantial impact on Regina's downtown. Almost overnight, the daily presence of more than 30,000 workers significantly declined as office buildings emptied and work transitioned from in person to remote. This sudden shift left the downtown desolate, resulting in reduced foot traffic and economic activity for downtown businesses. While businesses were forced to navigate the loss of people working and spending time downtown, public health restrictions further limited their operations.

While our members continue to recover, post pandemic challenges persist, including office and business vacancies, decreased daytime and nighttime activity associated with remote and hybrid work and choosing to stay home, evolving consumer behaviours, mental health crises, safety perceptions, and ongoing inflationary pressures. This recovery has been further challenged by ongoing construction in the downtown, particularly along 11th Avenue, where businesses have experienced significant impacts as a result of the 11th Avenue Revitalization Project since 2023.

The post-pandemic future will differ from how we once lived and worked prior to 2020, particularly as advances in technology further shape how we work as a society. However, implementing a return to work mandate, especially during peak construction season and as the Regina Farmers' Market returns downtown on Wednesdays and Saturdays, presents a vital opportunity to support local businesses and strengthen downtown as a lively and vibrant community hub. RDBID recognizes and supports the benefits of remote work; however, one of its most significant impacts on Regina's downtown has been the reduction in daily foot traffic and economic activity for businesses operating in the district, which is why RDBID supports the proposed motion.

An active downtown is essential to a strong and resilient city. This motion will play a key role in increasing daily foot traffic, encouraging support for downtown businesses, driving economic activity, and contributing to the overall vibrancy of the downtown.

Given that City Hall is located in the downtown, increased in office presence provides an opportunity for City Staff to become more connected to the area in which they work, including greater awareness of and engagement with downtown businesses and services. In addition, increased in office presence may help reinforce public confidence by improving the visibility and accessibility of City staff, while also supporting stronger internal collaboration and communication.

Beyond the economic benefits of this mandate, a stronger daytime presence helps foster a more active and welcoming downtown. Increased activity in public spaces not only supports businesses, but also reinforces positive perceptions of safety and encourages more people to return to and spend time in the downtown. By increasing daytime presence in the downtown, this mandate also has the potential to support a more active evening economy, encouraging people to stay beyond traditional 9–5 hours and contributing to a more vibrant downtown after hours.

As a downtown largely supported by public sector employment, the pandemic had a pronounced impact on our members, and has reshaped how people live and work, presenting both challenges and opportunities to reimagine the purpose of downtown Regina as more than a place of employment. Moving forward, downtown should not be defined solely as a place of work, but as an experience-focused destination and a culturally vibrant community hub well into the evening hours and weekends.

This motion demonstrates the City's commitment to supporting Regina's downtown and is an important step towards building a more safe, active, and vibrant community. It also sets a precedent for other organizations operating in the district, encouraging them to follow the City's lead and support our shared vision for downtown. This will strengthen the public's perception of downtown as a welcoming, safe, and thriving community for workers, businesses, visitors, and residents. Ultimately, this mandate will build the momentum needed to advance Regina's downtown as an experience driven destination.

Should this motion be approved, RDBID looks forward to continuing to work collaboratively with the City of Regina to encourage investment in the downtown and to build a thriving and active City Centre where people want to be and where businesses want to invest.

Thank you for your consideration.

Sincerely,



Judith Veresuk
Executive Director

MOTION

May 20, 2026

To: Mayor Bachynski and City Councillors

Re: Return to Office Work

WHEREAS the City of Regina (City) has a significant interest in the economic revitalization of the downtown core, including supporting small businesses, restaurants, and service providers that rely on consistent weekday foot traffic; and

WHEREAS a regular in-office workforce contributes to a vibrant, active downtown, improving public safety through increased daytime presence and promoting civic engagement; and

WHEREAS the City has made substantial investments in public transit infrastructure and operations, which depend on consistent ridership to remain financially sustainable and effective; and

WHEREAS increased in-office attendance by City employees may help strengthen transit ridership, reduce underutilization of transit services, and reinforce the City's broader transportation and climate objectives; and

WHEREAS in-person collaboration supports operational efficiency, service delivery, mentorship, and organizational culture, particularly for teams that serve the public directly; and

WHEREAS the extraordinary conditions that necessitated widespread remote work have largely subsided, allowing for a return to normal workplace operations;

THEREFORE BE IT RESOLVED that City Council direct Administration to:

1. Mandate that all City employees in positions designated as in-office or hybrid return to full-time, in-office work by August 21, 2026, unless otherwise approved by executive leadership for operational, medical, or accommodation-related reasons, and direct departments to ensure appropriate workspace readiness;
2. Communicate this requirement clearly and promptly to all employees, including expectations, timelines, and applicable exemptions; and
3. Notwithstanding the mandate outlined in #1 above, direct Administration to report back to City Council if a significant financial impact greater than \$250,000 is identified as a result of return back to work mandate, outlining the associated impact(s).

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Clark Bezo', written in a cursive style.

Clark Bezo
Councillor – Ward 10

MOTION

May 20, 2026

To: Mayor Bachynski and City Councillors

Re: Accessibility Advisory Committee Recommendation Process

WHEREAS Saskatchewan has a higher rate of people with disabilities (29.8 per cent of people aged 15 and older) than the national average (27 per cent);

WHEREAS Accessibility is a core value and principle as identified by:

- **City of Regina Strategic Plan, Core Principle** Inclusion, Diversity, Equity and Accessibility (IDEA). Fostering an equitable environment and removing barriers to promote inclusive participation and success for all.
- **Regina Accessibility Plan (RAP)** was approved on April 24, 2024, identifying, removing, and preventing barriers to participation in civic life and strengthening the City's ongoing commitment to becoming an age-friendly and accessible city;
- **Design Regina: The Official Community Plan**, was to create public space to ensure accessibility for all;
- **The Accessible Saskatchewan Act, (2023)** remove and prevent accessibility barriers for persons with disabilities.

6 Guiding Principles

Inclusion, Adaptability, Diversity, Collaboration, Self-determination, Universal Design.
"Nothing about us, without us"

- **Accessible Canada Act (2019) 6 c)** all persons must have barrier-free access to full and equal participation in society, regardless of their disabilities.

7 Guiding Principles;

1. All persons must be treated with dignity
2. All persons must have the same opportunity to make for themselves the lives they are able and wish to have
3. All persons must have barrier-free access to full and equal participation in society
4. All persons must have meaningful options and be free to make their own choices
5. Laws, policies, programs, services and structures must take into account the disabilities of persons and the different ways they interact with their environments
6. Persons with disabilities must be involved in the development and design of laws, policies, programs, services and structures.

7. The development and revision of the accessibility standards must be done with the objective of the highest level of accessibility.

The 7 Priority Areas; Employment, built environment, information and communication technologies, communication (other than ICT), Procurement of goods, services and facilities, delivering programs and services, transportation.

- **United Nations Convention on the Rights of Persons with Disabilities 2010**

WHEREAS the Committee's role is listed in its terms of reference contained in Section B of Schedule C of Bylaw No. 2009-4 *The Committee Bylaw*, as follows:

- a. Advise and recommend on the development, implementation and evaluation of guiding principles, policies, and strategies to position Regina as a model community for the inclusion of all residents.
- b. Liaise with local stakeholders to establish partnerships and collaboration; review plans and policies to identify potential barriers to accessibility and inclusion within City of Regina services;
- c. Provide recommendations on City of Regina capital projects, including infrastructure upgrades and retrofits and implementation of accessible features at new and existing City of Regina facilities;
- d. Provide advice on public awareness campaigns to promote the City's efforts to make its services, facilities, and infrastructure accessible and barrier-free;
- e. Provide community engagement opportunities for people that experience disability to raise issues and concerns with decision makers;

WHEREAS these changes will optimize the Committee to make recommendations to City Council and Administration and make it more effective, it will improve processes to make recommendations to Executive Committee;

WHEREAS any policy decision that reduces accessibility should be first discussed at the Committee and a recommendation should be made in a public report to Executive Committee;

WHEREAS all master plan documents should be presented to the Committee as part of the review process;

WHEREAS the Committee should play a vital role in determining the benchmarks and measuring sticks for the core values of "IDEA" Inclusion, Diversity, Equity and Accessibility;

WHEREAS the Committee, pre-budget, should be presented the prioritized accessibility and capital infrastructure projects as they relate to accessibility priorities and be made aware and have opportunity to have input in any proposed cuts that would affect accessibility and the principles of city's values and both provincial and federal accessibility acts;

WHEREAS the Committee's lived experience, and recommendations is an invaluable asset to our city: extra costs, difficulties and adaptations exist for members to transport and to participate, and requiring input from people with disabilities is a requirement of both the provincial and federal acts and employment equity is a goal. Therefore, a committee and contribution isn't a nice-to-have, it is a job and it should be acknowledged with an honorarium amount per meeting;

WHEREAS adding a member with a Rick Hansen Foundation Certificate (RHFAC) or equivalent would be an asset as RHFAC is a Canada wide rating program that assesses how accessible and inclusive buildings and sites are for people with disabilities, and a RHFAC has been certificated through education, examination and experience; the RHFAC goes beyond minimum code and has third-party credibility; and

WHEREAS increasing flexibility on the amount of Committee members will allow Committee to add additional subject expert matters if they come available or add flexibility on vacancies, while using adaptability as a key guiding principal and attribute to accommodate a range of complexities;

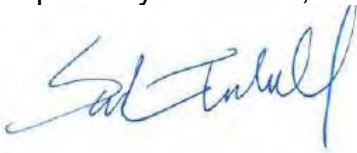
THEREFORE BE IT RESOLVED that City Council

1. Direct the City Clerk to bring forward a revised "*Schedule 'B', Table 1 Accessibility Advisory Committee*" contained in Bylaw No. 2009-4 *The Committee Bylaw* (the Bylaw), to:
 - a. Consider adding the following revisions to Schedule B, Table 1, Section 3 of the Terms of Reference:
 - i. Any decision that would decrease the accessibility and utility of environments, programs and services to be usable by all people, as defined by the rules of universal design, barrier-free design, 7 guiding principles of *The Accessible Canada Act* and 6 guiding principles of *The Accessible Saskatchewan Act*;
 - ii. Master Plans;
 - iii. Design, building or procurement standards;
 - iv. Regina parking bylaws and standards;
 - v. Regina event and event grant policies;
 - vi. List of capital infrastructure priorities for accessibility;
 - b. Consider amending Schedule B, Table 1, Section 5 of the Committee Composition as follows:
 - i. increase the total number of voting members from 11 to up to 15;
 - ii. if after appointing members based on the criteria outlined in clause 5 (a) of the Bylaw, there are still positions available, a preference for members from the general public who hold a Rick Hansen Foundation Accessibility Certification or equivalent;
2. Direct Administration to work with the Accessibility Committee to create and recommend

measurable benchmarks for the Regina Strategic Plan value of “IDEA” Inclusion, Diversity, Equity and Accessibility;

3. Direct the City Clerk to bring the citizen appointment matrix for citizen nominations to Committees of Council to the Accessibility Advisory Committee for its review; and
4. Refer the consideration of honorariums for appointed citizen members to the Accessibility Advisory Committee at a rate of \$50 per meeting attended, and any related impacts, to the 2027 City Council budget deliberations.

Respectfully submitted,



Sarah Turnbull
Councillor – Ward 5

MOTION

May 20, 2026

To: Mayor Bachynski and City Councillors

Re: Infrastructure Protection

WHEREAS over the past six months Saskatchewan has experienced a significant increase in overpass and bridge strikes caused by over height commercial vehicles, particularly semi-trailers transporting heavy equipment such as excavators (Appendix A-1, Appendix A-2);

WHEREAS within the City of Saskatoon alone, multiple overpasses were struck between March 5 and March 22, 2026, including the Highway 11/Highway 16 cloverleaf, the 108th Street overpass over Circle Drive, and a Canadian Pacific Kansas City rail overpass, resulting in extensive structural damage, lane closures, safety risks to the public, and significant traffic disruptions (Appendix A-1, Appendix A-3);

WHEREAS repair costs arising from these incidents have been estimated to exceed \$750,000 for the first two Saskatoon collisions alone, with individual incidents expected to cost between \$350,000 and \$400,000, placing a substantial financial burden on municipal taxpayers (Appendix A-1, Appendix A-3);

WHEREAS similar overpass strikes have recently occurred elsewhere in Saskatchewan, including the March 16, 2026 collision near Moose Jaw where an over height semi struck an overpass on Highway 1, demonstrating that this is a province wide issue rather than an isolated urban concern (Appendix A-4);

WHEREAS investigations and public statements by municipal officials, law enforcement, and the Saskatchewan Trucking Association indicate that many of these incidents involved loads exceeding legal height limits, failure to obtain required over dimension permits, or failure to comply with permitted routes (Appendix A-2, Appendix A-5);

WHEREAS the City of Saskatoon has recently amended its traffic bylaw to allow for fines of up to \$10,000 for drivers and up to \$25,000 for companies, as well as restitution for infrastructure damage through provincial court rather than civil litigation, creating a potential model for broader intergovernmental collaboration on enforcement and deterrence (Appendix A-6, Appendix A-7); and

WHEREAS safeguarding public safety, protecting critical transportation infrastructure, and ensuring that the full cost of negligent or non-compliant commercial operations is borne by

responsible parties is in the public interest;

THEREFORE BE IT RESOLVED that City Council direct Administration to:

1. Engage and collaborate with the Ministry of Government Relations and the City of Saskatoon to review existing legislative, regulatory, and bylaw authorities related to over height vehicle enforcement and infrastructure damage recovery;
2. Examine and evaluate fine, penalty, and cost recovery options—including escalating fines, administrative penalties, and restitution mechanisms—that may be applied to both commercial drivers and carrier companies whose vehicles strike overpasses or bridges due to non-compliance with height, permitting, or routing requirements;
3. Assess the feasibility of harmonizing municipal and provincial enforcement tools to improve consistency, deterrence, and recovery of repair costs across Saskatchewan jurisdictions; and
4. Report back to Council by Q4 2026 with findings, recommendations, and, where appropriate, proposed policy or bylaw amendments aimed at reducing overpass strikes, improving compliance, and protecting public infrastructure.

Respectfully submitted,



Clark Bezo
Councillor – Ward 10

Saskatoon, SK

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SK trucking group urges tougher enforcement after Saskatoon bridge hit



[Jon Perez](#)

Mar 24, 2026 9:15 AM



1 / 3 The half portion of the excavator under the overpass. | Jon Perez

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00:05:26

SASKATOON — The Saskatchewan Trucking Association says trucking companies should make compliance a priority to prevent incidents involving oversized loads striking infrastructure.

STA executive director Susan Ewart raised concerns that some companies moving their own equipment may not be following the same rules as licensed carriers, after a series of incidents in Saskatoon, including two involving trucks damaging overpasses this month.

“Carriers are required to obtain permits, especially when transporting oversized equipment. If a load exceeds 4.15 metres in height, a permit is mandatory. That permit outlines the approved route and provides guidance on how to safely reach the destination,” said Ewart on Monday, March 23.

“There shouldn’t be any difference in standards. We need tougher enforcement and stricter penalties. This is public infrastructure and taxpayers are paying for it, so there needs to be accountability and a real crackdown on violations.”

In one week, from March 5 to 11, two overpasses in the city were hit by trucks carrying oversized loads, one of which at the Highway 16 and Highway 11 overpass will cost the City of Saskatoon an estimated \$400,000 in repairs. Repairs are underway and are expected to last about a month.

On March 5, a semi truck carrying an excavator that was over the height limit [hit the underside of the Highway 16 overpass](#). The truck was coming into the city from Highway 11, and part of the excavator ended up in the ditch under the overpass.

The incident forced police to close several lanes, including one eastbound lane, causing slowdowns and traffic rerouting while city engineers assessed the structural damage. Debris removal was also completed.

Nearly a week later, on March 11, another truck carrying an over-height load [hit the 108th Street overpass](#) above Circle Drive, damaging girders and scattering debris. While all lanes have since reopened, repairs are still being designed and could cost roughly \$350,000.

A [third incident](#) occurred at the Canadian Pacific Kansas City rail and pedestrian overpass between the 108th Street overpass and Attridge Drive on March 22.

The northbound curb lane was closed following an over-height vehicle impact. Saskatoon Police Service officers restricted traffic to a single northbound lane while debris was removed.

Traffic restrictions south of the Attridge Drive overpass were lifted March 23. Police said trains have resumed operation and are using the overpass as normal, while an investigation into the incident continues.

CPKC Communications and Media Relations said its structural engineers completed their inspection of the bridge on March 23 and the rail line is operating normally.

Ewart acknowledged that external factors, such as seasonal road conditions, can play a role in clearance issues, including the spring thaw, which can cause pavement to shift or heave. Road repavement may also temporarily alter elevation.

“Even small differences in height can have an impact. But operators should still be planning their routes properly. When you have a permit, it tells you where you can and cannot go. It’s up to the trucking company or operator to know the regulations and ensure their equipment complies,” she added.

Ewart said there is no defined buffer zone for clearance below the 4.15-metre threshold, placing responsibility on operators to ensure their loads can pass safely. If a load exceeds 4.15 metres in height, a permit is required through SGI.

SGI reviews the load a truck will be carrying and provides routing based on bridge clearances and other constraints. Operators are also expected to ensure they can pass safely on their routes and comply with regulations.

Public safety concern

Highways Minister Kim Gartner said the recent series of overpass strikes in Saskatoon is primarily a public safety concern, and the province is responding by taking a closer look at infrastructure and compliance.

Gartner said the provincial government will inspect all provincially regulated overpass structures on the highway system to ensure they are operating safely and that nothing has changed in their condition. Officials may also review signage and other preventative measures to reduce the risk of future incidents.

“We want everybody travelling the highway system to get to where they are going in a safe manner,” said Gartner.

“We are going to be sending ministry personnel. They will be doing an inspection of every old structure that we have. I guess we'll be looking at other possible things that might help in this kind of situation, we'll do evaluation.”

He added that permit systems for oversized loads are already in place, requiring carriers to follow approved routes and guidelines, while fines and enforcement processes may be reviewed to determine if updates are needed.

While acknowledging the frequency of recent incidents is concerning, Gartner said there is no clear cause for the spike. The focus remains on ensuring drivers follow regulations and that infrastructure is safe for the travelling public.

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About the Author: Jon Perez

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Saskatchewan

Appendix A-2

Highway 11 northbound reopens, Highway 16 eastbound down to 1 lane at damaged Circle Drive overpass

Signs 'apparently didn't help this blockhead [driver]' who had no permit, says city tech services director

[Alex Kozroski](#) · CBC News · Posted: Mar 06, 2026 12:49 PM CST | Last Updated: March 6



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Estimated 3 minutes



The upper half of the excavator was completely separated from its tracks when it crashed into the overpass. (Jacob Harmon/Facebook)

Traffic has slowed to a crawl in the southeast corner of Circle Drive in Saskatoon after a Thursday afternoon collision, with more delays on the way for infrastructure repair.

The crash involved a northbound semi truck that was heading into Saskatoon on Highway 11, hauling a heavy-duty Caterpillar track hoe on a trailer.

The excavator was too tall to pass below the Highway 16 overpass, which has a clearance of 4.7 metres. The digger smashed into it, splitting the cab and boom off the undercarriage and knocking chunks of cement off the structure.

No injuries were reported, but city staff and structural engineers are examining the overpass and the potential need for serious repairs.

By Friday evening, the city lifted traffic restrictions on the northbound lanes of Highway 11 under the overpass, but eastbound traffic on Highway 16 will stay restricted to one lane until repairs are done.

The city's director of technical services, Dan Willems, said he wants to focus on preventing this from happening again.



Dan Willems, Saskatoon's Director of Technical Services, spoke to the incident on Friday afternoon. (CBC)

"We have two advanced warning systems in place — signage, right, and permitting," he said.

"Signage apparently didn't help this blockhead [driver] realize he was going to cause significant damage, and he didn't have a permit."

WATCH | City of Saskatoon official calls truck driver a 'blockhead':



City of Saskatoon official calls truck driver a 'blockhead'

▶ March 6 | 1:46

A semi truck heading into Saskatoon on Highway 11 crashed into the Circle Drive overpass, causing significant damage. Dan Willems, Saskatoon's Director of Technical Services, spoke to the incident on Friday afternoon.

A follow-up inspection involving lifts was conducted Friday morning, with hopes to fast-track the process and get a contractor in place to begin repairs as soon as next week.

"The next one that you would hit if you were just borderline near this clearance level is 108th Street over Circle, which has a glass jaw," Willems said.

"Actually, if it would have taken a hit like this, it may have knocked the whole thing down."



City staff don't yet have a timeline for repairs on the Circle Drive overpass. (Jacob Harmon/Facebook)

As for who's footing the bill, Willem said the city will wait until RCMP complete their investigation to see if charges are warranted, but the city has another way to help cover the cost.

Last year city council made a traffic bylaw amendment that lets the city seek cost recovery for damages to its property directly through the provincial court, instead of through civil litigation. This gives the city the power to seek fines of up to \$10,000 for a driver and \$25,000 for a company.

A major rehabilitation of the structure was already planned for two years from now, approved by council, and only needs allocated funding.

Willems said this was the third incident at that location in 20 years for which the damage was enough to close a lane for repairs.

At 4.7 metres, it's the lowest-clearance overpass in the city, but also heavily reinforced, he said.

"This bridge has been in place for 60 years. The height hasn't changed. They're lucky nobody was killed ... Maybe don't be a blockhead and measure your load before you try and move. And get a permit."

WATCH | Here's what Saskatoon drivers saw in the aftermath of the collision:



Here's what Saskatoon drivers witnessed after semi collision with overpass

▶ March 6 | 0:29

A northbound semi truck that was heading into Saskatoon on Highway 11 was hauling equipment that was too large and caused significant damage to a cloverleaf overpass.



Saskatoon

Appendix A-3

3rd overpass on Saskatoon's Circle Drive damaged in less than 3 weeks

Damage from 2 overpass collisions earlier this month estimated at \$750,000

Phil Tank · CBC News · Posted: Mar 23, 2026 5:19 PM CST | Last Updated: March 23



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Estimated 4 minutes



Canadian Pacific Kansas City structural engineers examine the railway bridge above Circle Drive, south of the Attridge Drive overpass, on Monday, a day after a vehicle struck it. (Phil Tank/CBC)

Saskatoon police have identified the driver of a vehicle that struck a railway overpass above Circle Drive on Sunday — the third such collision in the city this month.

The first two collisions on March 5 and 11 are estimated to have caused \$750,000 in damages, according to a report city council will consider on Wednesday. Engineers were inspecting the underbelly of the most recently damaged overpass Monday morning.

"The driver of the vehicle has been identified and police are currently working with the Saskatchewan Highway Patrol moving forward regarding this file," Saskatoon police said in an email Monday.

City hall and the Canadian Pacific Kansas City railway company share jurisdiction for the overpass, with CPKC responsible for the train tracks and the deck and the city responsible for the infrastructure underneath, according to an email from the city.

The overpass, which has a clearance of five metres above the roadway, according to the posted height, is located south of the Attridge Drive overpass, which has a posted height of 5.2 metres.

CPKC structural engineers completed an inspection Monday and company spokesman Patrick Waldon said the rail line was "operating normally." One lane of Circle Drive was closed temporarily Monday to allow for the inspection, but all restrictions were later removed.

CPKC did not reply to questions seeking clarity on whether the company will pay for repairs or whether it pursues compensation in court in incidents like these.

- [Another overpass in Saskatoon damaged by truck driver with 'over-height' load](#)
- [Could this new height detection system stop overpass strikes in B.C.?](#)

"Knowing load heights are the responsibility of professional drivers as are vehicle weights and being fit to drive," city hall communications officials said in an email.

The email said the city has not considered early warning measures about potential danger, like [ones being tested](#) by the provincial government in British Columbia, citing "potential liabilities" should such a system fail.



Damage underneath the railway overpass above Circle Drive is visible next to the sign indicating the clearance under the overpass is five metres. (Chanss Lagaden/CBC)

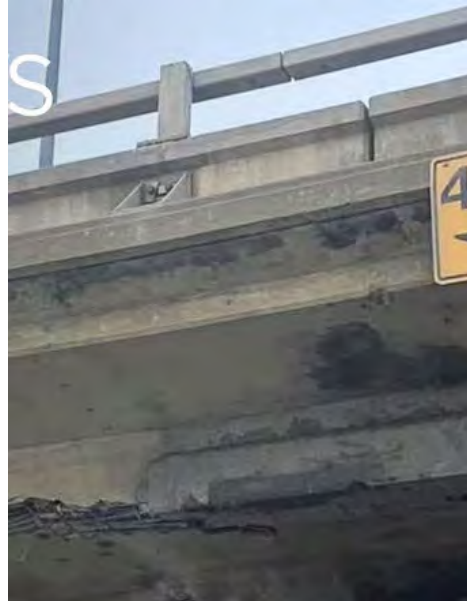
Ministry plans to review

Minister of Highways Kim Gartner told reporters Monday that ministry personnel would inspect every overhead structure in the provincial highways system.

"I really don't know why so many have been struck in such a short span," Gartner said of the incidents in Saskatoon. He said the ministry would also review fines.

SGI did not immediately reply to questions about potential safety measures in response to the overpass collisions in Saskatoon.

WATCH | City of Saskatoon official calls truck driver a 'blockhead':



City of Saskatoon official calls truck driver a 'blockhead'

▶ March 6 | 1:46

A semi truck heading into Saskatoon on Highway 11 crashed into the Circle Drive overpass, causing significant damage. Dan Willems, Saskatoon's Director of Technical Services, spoke to the incident on Friday afternoon.

But city hall plans to approach SGI and the Saskatchewan Trucking Association for an "over-height hauling education campaign," according to the report headed to council.

That same report says repairs to the Highway 16 overpass above Highway 11 are expected to take another three weeks and one eastbound lane on Highway 16 will remain closed during repairs.

Repair work on that overpass, which was struck by a load being hauled by a semi-truck, began on March 17 and is estimated to cost \$400,000. The posted clearance for that overpass is 5.4 metres.

A semi-truck also struck the 108th Street overpass above Circle Drive on March 11 and caused about \$350,000 worth of damage, although city hall is still assessing repairs for that overpass. The posted clearance for that overpass is 5.2 metres.

- [Highway 11 northbound reopens, Highway 16 eastbound down to 1 lane at damaged Circle Drive overpass](#)

Police have not identified what type of vehicle might have caused the damage at the CPKC overpass.

Last year, the city made changes to its traffic bylaw to introduce an offence for damaging city infrastructure. The most the city can fine an individual under provincial legislation is \$10,000 and the most a corporation can be fined is \$20,000.

The revised traffic bylaw also gives the city more authority to revoke annual permits when a company has caused damage linked to poor planning.

Trucks that exceed a height of 4.15 metres must get a special permit for travel.

The city's lawyers will pursue "all possible legal avenues" to recover the costs associated with the first two overpass collisions, including taking the guilty parties to court, the city report says.

The city does not yet know if charges have been laid in either the March 5 or March 11 incidents, the report adds.

On March 13, city administration wrote to the deputy minister of highways to ask for a review of provincial legislation "to provide better incentives and/or deterrents for companies and drivers to mitigate against damage to public infrastructure."

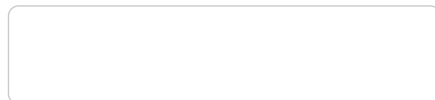


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Appendix A-4



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Construction on the Highway 2 overpass over the Trans-Canada Highway in Moose Jaw in October. The \$55.7-million project will raise the bridge clearance from about 4.5 metres to the province's current standard of 5.3 metres. (Ministry of Highways/Submitted)

Another busy Saskatchewan overpass hit by a semi truck

By CJME News

🕒 Mar 16, 2026 | 6:03 PM

Another busy Saskatchewan overpass was hit by a semi truck carrying an excavator on Monday.

RCMP told CJME News that police were called around 3 p.m. after the semi heading south on Highway 39 hit an overpass on Highway 1 east of Moose Jaw.

Read more:

- [Company of trucker who hit Saskatoon overpass 'definitely' responsible, STA says](#)
- [City frustrated by overpass damage caused by 'blockhead' driver](#)
- [Repair bills up to \\$650k for past overpass collisions: Saskatoon Chamber CEO](#)

Police said there were no injuries reported and traffic was moving around the crash site by 4 p.m.

David Horth, Director of Communications for Saskatchewan's Ministry of Highways said crews were assessing any potential damage to the structure.

The collision follows two overpasses being hit by semis carrying excavators in Saskatoon within the span of a single week.

[The first overpass was hit on March 5 at Highways 11 and Highway 16](#), which affected traffic on both roads. [The second overpass was hit on March 11, when a bridge at 108th Street was clipped by a truck.](#)

[Charges have been laid against the operator of the semi after the March 5 crash](#), with Saskatchewan Highway Patrol charging the driver with six offences, including damage to public improvement, driving with undo care and attention, operating with a major defect, brakes out of adjustment, exceeding maximum height restrictions and failure to comply with conditions of a permit.

Charges in the March 11 crash were also laid by Saskatoon police.

Not the first overpass problem in Moose Jaw

The problem had been previously identified in Moose Jaw, [where the Highway 2 overpass over Highway 1 in the city had a long history of being hit by oversized loads.](#)

A \$33.7-million project was started in 2025 to replace the aging bridges there and raise each structure's clearance height.

The original overpasses were about 58 years old and had a clearance of 4.5 metres, similar to the first overpass hit in Saskatoon. When construction is finished, the new structure will provide a clearance of 5.3 m, the ministry's current standard for new bridge construction, and similar to the second overpass hit in Saskatoon.

The Moose Jaw project is still underway. The new northbound bridge opened to traffic in October, while contractors are expected to return in April to begin work on the southbound bridge. The full project is expected to be completed by the end of 2026.

Dan Palmer with the Highways Ministry said the overpasses at the site were struck at least nine times between 2020 and 2022, causing various degrees of damage.

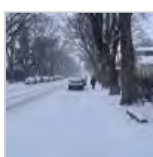
Before the replacement project began, the province installed signs alerting drivers of the clearance space, along with over-height detection systems that trigger strobe lights in both directions of travel to alert approaching trucks carrying tall loads. Despite those warnings, the bridge was still struck.

— with files from 980 CJME's Jacob Bamhour and CKOM News

Read more:

- [Company of trucker who hit Saskatoon overpass 'definitely' responsible, STA says](#)
- [City frustrated by overpass damage caused by 'blockhead' driver](#)
- [Repair bills up to \\$650k for past overpass collisions: Saskatoon Chamber CEO](#)

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Appendix A-5



City crews clean up the aftermath of a semi-truck hauling equipment after it crashed into the Highway 11 overpass on March 5, 2026. (Patrick Janex/Facebook)

Company of trucker who hit Saskatoon overpass 'definitely' responsible, STA says

By Marija Robinson

🕒 Mar 10, 2026 | 4:32 PM

After a [truck hit the Highway 11 overpass in Saskatoon last week](#), the Saskatchewan Trucking Association (STA) shared the potential consequences faced by the driver's employer.

The company is still unknown but executive director of the STA, Susan Ewart, said whoever it is, "they're definitely going to be responsible" for the damage caused.

Read more:

- [City frustrated by overpass damage caused by 'blockhead' driver](#)
- [Saskatoon considering options to curb trespassing under bridges after fire](#)
- [Saskatoon water main work will mean pressure drop for some](#)

According to Ewart, in Saskatchewan a carrier would have insurance, giving the city an avenue of financial recourse.

This accident will also go against the trucking carrier's profile, which SGI will look over, she said.

Depending on previous violations, the company could be given safety directives, like to undergo additional training, or it could trigger an audit.

There's a chance SGI could also put the business into conditional carrier status, impacting its ability to get work, according to Ewart.

Without knowing the company, the extent of its previous violations remains a mystery, but Ewart said the STA supports consequences for frequent rule-breakers.

That's "because they're obviously not paying attention to their cargo, the routes they're going, how tall their cargo is, they're not doing their due diligence on their part in order to be able to move that piece of equipment properly," she said.

While the driver was the one who hit the overpass, navigating large trucks through Saskatchewan is the responsibility of more than a single person.

Ewart said drivers are required to check their cargo, making sure it's properly secured and the lifts are down, "so they aren't hitting any infrastructure."

But, there's also a national set of standards companies must know, "in order to move different types and pieces of equipment," like how to strap items down and the various height requirements, she said.

Dispatch is responsible for planning the routes where drivers go. That includes checking if roads have barriers like weight restrictions or bridges.

"So, that's really important that there's good communication between the dispatch and the driver, because, you never know. If the bridge is lower and they've sent them down the wrong route, this could happen," Ewart said, referencing last week's collision.

This situation is disappointing for Ewart, who said it can overshadow the work of conscientious carriers.

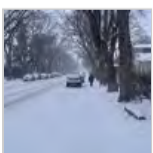
"It does put a tarnish on the industry, and people look to that thinking, 'oh, there goes that big, bad truck driver again, who doesn't necessarily know what they're doing,'" she said.

For the most part, though, most trucking companies are safe with well-trained drivers who follow the rules, according to Ewart.

Read more:

- [City frustrated by overpass damage caused by 'blockhead' driver](#)
- [Saskatoon considering options to curb trespassing under bridges after fire](#)
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LOCAL NEWS

Choice words from City of Saskatoon for driver who damaged overpass

Jenny Hagan, WestCentralOnline.com | Monday, Mar 09 2026, 4:00 PM

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City crews are now working to repair the damaged section of the overpass (Photos courtesy City of Saskatoon)

Article continues below advertisement ↴

Repairs are underway on a major Saskatoon overpass after a semi hauling an oversized excavator struck the structure, causing significant damage.

The incident occurred at the concrete overpass at Circle Drive and Highways 11 and 16. City officials say the excavator being transported was too tall to safely pass under the bridge.

Dan Willems, director of technical services for the City of Saskatoon, said the driver did not have the required permit for moving an oversized load.

“Maybe don’t be a block head and measure your load before you try and move. And get a permit,” Willems said. “They’re lucky nobody was killed. It’s ridiculous.”

Overpass

City crews are now working to repair the damaged section of the overpass. During construction, only the northernmost eastbound lane on the bridge will remain open.

Willems said recent changes to Saskatoon’s traffic bylaw allow the city to seek fines and recover costs for damage to municipal infrastructure caused by vehicles.

“There were some changes made to the city’s traffic bylaw last year that now makes it an offence to damage city property with a motor vehicle,” he said. “This allows us to seek fines and restitution, so cost recovery for the damage, directly through the provincial court instead of having to go through civil litigation.”

Under the bylaw, fines of up to \$10,000 can be issued to the driver and up to \$25,000 to the company involved.

The Saskatoon Police Service is investigating the incident to determine whether charges will be laid.

Written with files from Saskatoon Media Group

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Appendix A-7

Driver, truck company could face fines for damage to Saskatoon overpass



[Jon Perez](#)

Mar 7, 2026 1:00 PM



The other half of the excavator that hit the overpass. | Jon Perez

[Listen to this article](#)

00:03:49

SASKATOON — The city is preparing to pursue fines against the driver, with the trucking company responsible for a semi-trailer carrying an oversized load that struck a Circle Drive overpass, causing significant structural damage and traffic disruptions on one of the city's busiest transportation corridors.

City Technical Services director Dan Willems said they will pursue penalties and the cost of the repairs after the excavator, hauled by the semi, hit the underside of the cloverleaf overpass where Highway 11 meets Circle Drive on Thursday evening, March 5.

The equipment was beyond the clearance height of the overpass, meaning the semi from safely passing under the structure. The impact caused part of the excavator to break off, which fell into the ditch under the overpass, damaging critical parts of the bridge.

Willems told reporters during a media briefing on Friday, March 6, that the city intends to use legal means introduced last year that allow municipalities to fine drivers who damage civic infrastructure with their vehicles.

Changes to Bylaw 7200 mean the city can seek fines and restitution directly through the provincial court rather than pursuing lengthy civil litigation. Bylaw provisions give the city the right to impose fines of up to \$10,000 on the driver and \$25,000 on the company responsible for the vehicle.

“We consider all our legal measures when these happen. There were changes made to the traffic bylaw last year that now make it an offence to damage city property with a motor vehicle. That allows us to seek fines and restitution for the repair costs,” said Willems.

He added that the Saskatoon Police Service is still investigating the collision to determine whether charges will be laid, and the city’s fines will all depend on the outcome of the investigation conducted by the SPS Collision Analyst Unit and the Saskatchewan Highway Patrol.

The crash occurred as the semi entered Saskatoon from the southbound lanes of Highway 11. The load exceeded the bridge’s clearance height and struck the outer edge of the eastbound structure of the overpass that carries traffic along Circle Drive, which is part of Highway 16.

Following the collision, police closed Highway 11’s northbound lanes and the overpass’s eastbound lanes while engineers inspected the damage, and crews cleared debris. One eastbound lane has since reopened, but two others remain closed because the damaged area cannot safely support traffic.

Willems said two girders along the south side of the bridge, which are critical structural components that support the roadway, were struck and compromised during the crash. Until those supports are repaired and reinforced, the lanes directly above them will remain closed.

“Right now, that part of the structure is not safe to put vehicle weight on top of,” he said, adding that crews are currently removing loose concrete and addressing immediate safety risks while engineers finalize repair designs.

The city hopes to fast-track the repairs and have a contractor in place as early as next week, though motorists should expect ongoing lane closures and increased congestion along eastbound Circle Drive in the meantime.

The overpass, which is about 60 years old, has been struck before, in 2007 and 2016, causing enough damage to require temporary lane closures. However, collisions severe enough to damage the

bridge's structure are relatively rare.

A rehabilitation project for the aging structure is already planned for the next two years and was approved in principle by the city council as part of Saskatoon's transportation master plan. However, the project has yet to get funding and remains lower on the city's list of infrastructure priorities.

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About the Author: Jon Perez

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Comments (1)



Appointments to Regina Downtown Business Improvement District Board of Directors

Date	May 20, 2026
To	Mayor Bachynski and City Councillors
From	Executive Committee
Service Area	Office of the City Clerk
Item #	CR26-58

RECOMMENDATION

That City Council approve the following appointments to the Regina Downtown Business Improvement District Board of Directors for a term of office indicated as follows:

Tyler Campbell	May 20, 2026 to December 31, 2026
Darren Potter	May 20, 2026 to December 31, 2026
Oz Weaver	May 20, 2026 to December 31, 2026

HISTORY

At its meeting on May 13, 2026, the Executive Committee considered in private session the attached report *E26-21 Appointments to Regina Downtown Business Improvement District Board of Directors* from the Office of the City Clerk.

The Committee adopted a resolution to concur in the recommendations contained in the report.

Recommendation #2 of the attached report does not require City Council approval.

Respectfully submitted,

EXECUTIVE COMMITTEE



Amber Ackerman, Acting City Clerk 5/15/2026

ATTACHMENTS

E26-21 Appointments to Regina Downtown Business Improvement District Board of Directors



Appointments to Regina Downtown Business Improvement District Board of Directors

Date	May 13, 2026
To	Executive Committee
From	City Clerk's Office
Service Area	Office of the City Clerk
Item No.	E26-21

RECOMMENDATION

The Executive Committee recommends that City Council:

1. Approve the following appointments to the Regina Downtown Business Improvement District Board of Directors for a term of office indicated as follows:
Tyler Campbell May 20, 2026 to December 31, 2026
Darren Potter May 20, 2026 to December 31, 2026
Oz Weaver May 20, 2026 to December 31, 2026
2. Approve this report at its May 20, 2026 meeting.

ISSUE

The purpose of this report is to recommend the appointment of citizen representatives to the Regina Downtown Business Improvement District Board of Directors.

IMPACTS

Policy Impact

In accordance with City Council's policy statement to Strengthening Eligibility and Diversity Requirements for board and committee representation:

"City Council values and seeks to further enhance the inclusive nature of Regina through living the values of respect and trust, celebrating the strength that comes from diversity and

inviting participation from all in decision making. Nominees will have been recruited through an inclusive, transparent and equitable process and appointments made by City Council will reflect these objectives.

Representative citizen members provide a varied and valued perspective, reflecting and honouring the diversity of our community and bring experience, skills and expertise that contribute to good governance and informed decision making.”

Serving on a committee of Council is both a privilege and means for the public to communicate with Council on behalf of the community. The time, effort and expertise members dedicate to committees of Council is invaluable and contributes significantly to the Official Community Plan Section E, Goal 2: Community Engagement 14.14 *“Engage the public in planning and other City matters, in accordance with established procedures.”*

There are no financial, legal, labour, environmental, strategic priority, Indigenous or Inclusion, Diversity, Equity & Accessibility (IDEA) impacts with respect to this report.

OTHER OPTIONS

Option 1: Appoint an individual to fill the vacant positions on the Regina Downtown Business Improvement District Board of Directors. as outlined in this report (recommended).

Option 2: Refer this matter back to the City Clerk to readvertise and bring forward a report to a future meeting.

COMMUNICATIONS & ENGAGEMENT

Advertisements inviting interested citizens to apply for the vacancy were posted on Regina.ca and various social media platforms including Facebook and LinkedIn. The advertising period for the Regina Downtown Business Improvement District Board of Directors occurred from Tuesday, April 7, 2026 to Wednesday, April 24, 2026. The deadline for applications was April 24, 2026.

After City Council has finalized the appointment, all applicants will be notified in writing of the outcome of their applications.

DISCUSSION

The Executive Committee is required to nominate individuals for City Council consideration to the Regina Downtown Business Improvement District Board of Directors.

Process for Determining Appointments to Regina Downtown Business Improvement District:

Bylaw 2003-80, The Regina Downtown Business Improvement District Bylaw, provides for a Nominating Committee comprised of six individuals including:

- Chairperson of the Board;
- Vice Chair of the Board;
- Finance and Administration Chair of the Board;
- A citizen member of the Board who is in the first year of a two-year term;
- The City Council member on the Board; and
- The Executive Director of City Planning and Community Development

The Nominating Committee reviewed the applications received by the Office of the City Clerk through the advertising process.

The Board is comprised of up to 15 members appointed by Council. The current composition of the Board includes a member of Council, and 11 other persons who are electors of the City or are employed in the District.

The Office of the City Clerk received resignations from two of the following members after an administrative review identified that certain appointments resulted in individuals serving on more than one board or committee; the date each resignation was received is noted below:

Jaime Boldt	March 24, 2026
Mitch Molnar	March 24, 2026
Kendra Wren	March 26, 2026

To maintain Council’s staggered appointment terms, the three vacancies should be filled for the balance of the terms of the members who resigned, as noted below:

Tyler Campbell	May 20, 2026 to December 31, 2026
Darren Potter	May 20, 2026 to December 31, 2026
Oz Weaver	May 20, 2026 to December 31, 2026

DECISION HISTORY & AUTHORITY

On August 26, 2019, Council considered item *CM19-12 Strengthening Eligibility and Diversity* and approved an amendment to City Council’s Policy Statement to enhance the gender and diversity representation of appointments to Municipal Boards, Commissions, Authorities, Committees and external agencies, along with the requirement that all advertising for these appointments includes specific reference to the amended Policy Statement.

Respectfully Submitted,



Amber Ackerman, Acting City Clerk
Office of the City Clerk

Respectfully Submitted,



Martha Neovard, Acting Deputy City Clerk
Office of the City Clerk

Prepared by: Melissa Munroe, Executive Assistant



2025 Review of Outstanding Items

Date	May 20, 2026
To	Mayor Bachynski and City Councillors
From	Executive Committee
Service Area	Office of the City Clerk
Item #	CR26-59

RECOMMENDATION

That City Council direct the City Clerk to remove the following items from the List of Outstanding Items (OI List) for City Council, as outlined below in Appendix A:

<u>Item</u>	<u>Subject</u>
CR24-93	Transportation Master Plan Progress Report
MN24-9	City of Regina Flag and Proclamation Policy
CR24-137(2)	2025 Council and Committee Meeting Calendar
CR24-115(2)	kâ-nâsihtikawin
MN25-9	Reconsideration of item CM25-3 2025 Proposed Budget – Amendment #19 – Reduce Expenditures by \$1.55 m
CR23-97	Lead Service Connection Management Update
CR25-18(5)	Recycling Stewardship Program Changes
CR24-45(2)	Parks Master Plan
CR24-50(1)	Heritage Designation Removal Request - 2301 15th Avenue
MN24-13(3)	Creative City Centre Funding
CR24-108	Zoning Bylaw Amendment, Official Community Plan Amendment & Discretionary Use - 4125 & 4129 Queen St
CM24-14(2)	Housing Supply and Revitalization Initiatives Update
MN25-5(2)	Playground Accessibility
MN25-5(3)	Playground Accessibility
MN25-8(3)	Food Security Initiative
CR24-32(3)	Vision Zero Road Safety Framework

CR24-39(2)	Regina Accessibility Plan
CR24-100(3)	Request to Seek an Increase in the Debt Limit
MN24-13(2)	Creative City Centre Funding
CR24-113(4)	MN24-5 Reserve Fund Policy
CR24-113(5)	MN24-5 Reserve Fund Policy
CR24-113(6)	MN24-5 Reserve Fund Policy
CR24-116(1)	Multi-Year Budgeting and Timeline
CR24-131(1)	Water Network Expansion Project Debt Financing
CM25-3(A19)	2025 Proposed Budget
CR25-73(2)	Permanent Emergency Shelter Update
CR25-74(3)	Noise Attenuation Policy Update
CM25-12	2026-2027 Preliminary Service Forecast - Governance, Leadership & Enabling Services
CM25-14	2026-2027 Preliminary Service Forecast - Public Facing Services
CR25-123(2)	2025 Reserve Review
MN25-16(2)	City's Tax and Assessment System (TAS) Software Upgrade and Enhancement

HISTORY

At its meeting on May 13, 2026, the Executive Committee considered in private session the attached report *E26-19 2025 Review of Outstanding Items* from the Office of the City Clerk.

The Committee adopted a resolution to concur in the recommendations contained in the report.

Recommendation #2 of the attached report does not require City Council approval.

Respectfully submitted,

EXECUTIVE COMMITTEE



Amber Ackerman, Acting City Clerk 5/15/2026

ATTACHMENTS

E26-19 2025 Review of Outstanding Items

Appendix A
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Appendix C



2025 Review of Outstanding Items

Date	May 13, 2026
To	Executive Committee
From	City Clerk's Office
Service Area	Office of the City Clerk
Item No.	E26-19

RECOMMENDATION

The Executive Committee recommends that City Council:

1. Direct the City Clerk to remove the following items from the List of Outstanding Items (OI List) for City Council, as outlined below in Appendix A:

<u>Item</u>	<u>Subject</u>
CR24-93	Transportation Master Plan Progress Report
MN24-9	City of Regina Flag and Proclamation Policy
CR24-137(2)	2025 Council and Committee Meeting Calendar
CR24-115(2)	kâ-nâsihtikawin
MN25-9	Reconsideration of item CM25-3 2025 Proposed Budget – Amendment #19 – Reduce Expenditures by \$1.55 m
CR23-97	Lead Service Connection Management Update
CR25-18(5)	Recycling Stewardship Program Changes
CR24-45(2)	Parks Master Plan
CR24-50(1)	Heritage Designation Removal Request - 2301 15th Avenue

MN24-13(3)	Creative City Centre Funding
CR24-108	Zoning Bylaw Amendment, Official Community Plan Amendment & Discretionary Use - 4125 & 4129 Queen St
CM24-14(2)	Housing Supply and Revitalization Initiatives Update
MN25-5(2)	Playground Accessibility
MN25-5(3)	Playground Accessibility
MN25-8(3)	Food Security Initiative
CR24-32(3)	Vision Zero Road Safety Framework
CR24-39(2)	Regina Accessibility Plan
CR24-100(3)	Request to Seek an Increase in the Debt Limit
MN24-13(2)	Creative City Centre Funding
CR24-113(4)	MN24-5 Reserve Fund Policy
CR24-113(5)	MN24-5 Reserve Fund Policy
CR24-113(6)	MN24-5 Reserve Fund Policy
CR24-116(1)	Multi-Year Budgeting and Timeline
CR24-131(1)	Water Network Expansion Project Debt Financing
CM25-3(A19)	2025 Proposed Budget
CR25-73(2)	Permanent Emergency Shelter Update
CR25-74(3)	Noise Attenuation Policy Update
CM25-12	2026-2027 Preliminary Service Forecast - Governance, Leadership & Enabling Services
CM25-14	2026-2027 Preliminary Service Forecast - Public Facing Services
CR25-123(2)	2025 Reserve Review
MN25-16(2)	City's Tax and Assessment System (TAS) Software Upgrade and Enhancement

2. Approve this report at its May 20, 2026 meeting.

ISSUE

Subsection 35(2) of *The Procedure Bylaw*, Bylaw No. 9004 requires the City Clerk to provide to the Executive Committee a report which lists all items which have been tabled or referred (List of Outstanding Items) by Council or Committees to the Administration for further review annually.

IMPACTS

Strategic Priority Impact

Regular review of outstanding items provides both Council and the City Administration an opportunity to review and refocus resources based on current initiatives, needs of the community and corporate strategy.

There are no financial, legal, policy, labour, environmental, Indigenous, or inclusion, diversity, equity & accessibility impacts with respect to this report.

OTHER OPTIONS

Option 1 (Recommended): Direct the City Clerk to remove the items from the List of Outstanding Items (OI List) for City Council and Executive Committee, as outlined in Appendix A.

Option 2 (Not Recommended): City Council could decide not to remove specific items outlined in the recommendation of this report.

COMMUNICATIONS & ENGAGEMENT

Public outstanding items are contained in this report and form part of the public agenda published to the City's website.

DISCUSSION

List of Outstanding Items – Maintenance and Removal

The List of Outstanding Items (OI List) is maintained for City Council and Committees of Council. Items on the list may originate from a resolution referring a matter back to Administration, directing Administration to bring a report with new or additional information to a future meeting;

The Office of the City Clerk is responsible for maintaining and updating the OI List. Items remain on the OI List unless City Council or a Committee of Council with delegated authority adopts a resolution directing an item be removed from the OI List. The OI List is regularly updated with additions and deletions of items following meetings of City Council and Committees of Council, and after semi-annual reviews by the Executive Committee.

The following steps were taken to facilitate the annual review of the OI List:

1. The list of outstanding items was circulated to departments for comments;

2. Comments regarding items on the OI List were returned to the Office of the City Clerk for consolidation; and
3. The updated OI List with comments was forwarded to the Executive Leadership Team for review.

Attached to this report as Appendix A is the list of public outstanding items that have been resolved and are being recommended for removal from the OI List, as of December 31, 2025. Appendix B includes those items that were removed from the OI List throughout 2025 by a resolution of City Council or a Committee of Council with the delegated authority to remove items from the OI List. Appendix C is the list of the remaining outstanding public items from City Council and Committees of Council, as of December 31, 2025.

DECISION HISTORY & AUTHORITY

At its January 29, 2025 meeting, City Council considered item *CR24-11 2024 Review of Outstanding Items* and adopted a resolution to concur in the recommendation contained in the report.

Respectfully Submitted,



Martha Neovard, Acting Deputy City Clerk

Respectfully Submitted,



Amber Ackerman, Acting City Clerk

Prepared by: Jen Gentile and Janice Hudson, Council Officers

ATTACHMENTS

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Appendix C

**Appendix A
Public Outstanding Items Resolved in 2025
Recommended for Removal
as of December 31, 2025**

Items outlined in this appendix are contained within the recommendation section of this report to be removed from the list of outstanding items.

REPORT #:	CR24-93
DATE TABLED/REFERRED:	7/17/2024
SUBJECT:	Transportation Master Plan Progress Report
MOTION:	That this report be tabled to Q1 of 2025.
DIVISION/DEPARTMENT:	Office of the City Clerk / Office of the City Clerk
Return Date:	Q1 2025
COMMENT:	Return Date: Remove as resolved at April 9, 2025 City Council meeting.

REPORT #:	MN24-9
DATE TABLED/REFERRED:	7/17/2024
SUBJECT:	City of Regina Flag and Proclamation Policy
MOTION:	That City Council refer this matter back to the City Clerk to prepare a report for its September 25, 2024 meeting, that includes all options and a recommendation respecting the implications of, but not limited to, the following: <ul style="list-style-type: none"> • denying applications for flag raisings or proclamations related to countries other than Canada; and approve that only the flags of Canada, Saskatchewan, Union Jack, Regina, Treaty 4 and Metis flags be approved to be flown at City Hall; and • raising the country flag of a visiting dignitary.
DIVISION/DEPARTMENT:	Office of the City Clerk / Office of the City Clerk
Return Date:	25-Sep-24
COMMENT:	Return Date: Remove as resolved by item CM24-13 at January 29, 2025 City Council meeting

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Public Outstanding Items Resolved in 2025
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as of December 31, 2025**

REPORT #:	CR24-137(2)
DATE TABLED/REFERRED:	12/11/2024
SUBJECT:	2025 Council and Committee Meeting Calendar
MOTION:	That City Council: 2. Direct the City Clerk to report back to the February 26, 2025, Executive Committee meeting with a proposed meeting schedule for the remainder of 2025 (April 1 to December 31) for City Council and Executive Committee meetings.
DIVISION/DEPARTMENT:	Office of the City Clerk / Office of the City Clerk
Return Date:	1-Feb-24
COMMENT:	Return Date: Remove as resolved by item CR25-15 at the March 5, 2025 City Council meeting.

REPORT #:	CR24-115(2)
DATE TABLED/REFERRED:	4/9/2025
SUBJECT:	kâ-nâsihtikawin
MOTION:	That City Council: 2. Direct Administration to report back to the Executive Committee with annual progress reports, commencing 2025
DIVISION/DEPARTMENT:	Indigenous Relations & Community Development / Indigenous Relations & Community Development
Return Date:	Q4 2025
COMMENT:	Remove as resolved by item <i>CR24-115 kâ-nâsihtikawin</i> at April 10, 2025 City Council meeting.

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Public Outstanding Items Resolved in 2025
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as of December 31, 2025**

REPORT #:	MN25-9
DATE TABLED/REFERRED:	5/7/2025
SUBJECT:	Reconsideration of item CM25-3 2025 Proposed Budget – Amendment #19 – Reduce Expenditures by \$1.55 m
MOTION:	That City Council direct Administration to report back to the May 21, 2025 City Council meeting with a menu of expenditure reduction options to consider for approval to achieve a savings of \$1.55 million, equivalent to a mill rate decrease of 0.5% for 2025.
DIVISION/DEPARTMENT:	Office of the City Manager / Office of the City Manager
Return Date:	21-May-25
COMMENT:	Return Date: Remove as resolved by item CM25-8 at May 21, 2025 City Council meeting

REPORT #:	CR23-97
DATE TABLED/REFERRED:	9/13/2023
SUBJECT:	Lead Service Connection Management Update
MOTION:	That City Council direct Administration to bring forward biennial reports respecting updates related to the Lead Service Connection Management Program.
DIVISION/DEPARTMENT:	Water, Waste & Environment / Water, Waste & Environment
Return Date:	Q3 2025
COMMENT:	Return Date: Remove as resolved by CR25-115 at the September 24, 2025 City Council meeting.

REPORT #:	CR25-18(5)
DATE TABLED/REFERRED:	3/5/2025
SUBJECT:	Recycling Stewardship Program Changes
MOTION:	That City Council: 5. Direct Administration to bring forward any changes to the waste user fee as part of 2026-2027 budget deliberations;
DIVISION/DEPARTMENT:	Water, Waste & Environment / Water, Waste & Environment
Return Date:	Q4 2025
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council Budget meeting

**Appendix A
Public Outstanding Items Resolved in 2025
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as of December 31, 2025**

REPORT #:	CR24-45(2)
DATE TABLED/REFERRED:	5/8/2024
SUBJECT:	Parks Master Plan
MOTION:	That City Council: 2. Direct Administration to report back to Executive Committee with an update on the Parks Master Plan (PMP) annually.
DIVISION/DEPARTMENT:	Parks, Recreation & Cultural Services / Parks, Recreation & Cultural Services
Return Date:	Q2 2025
COMMENT:	Return Date: Remove as resolved by CR25-83 at the June 25, 2025 City Council meeting.

REPORT #:	CR24-50(1)
DATE TABLED/REFERRED:	5/8/2024
SUBJECT:	Heritage Designation Removal Request - 2301 15th Avenue
MOTION:	That City Council: 1....and refer the matter to the Provincial Review Board for a hearing and a report pursuant to sections 14 and 15 of the Heritage Property Act.
DIVISION/DEPARTMENT:	City Revitalization / City Revitalization
Return Date:	1-Jan-25
COMMENT:	Return Date: Remove as resolved by item CM25-1 at January 29, 2025 City Council meeting.

REPORT #:	MN24-13(3)
DATE TABLED/REFERRED:	8/21/2024
SUBJECT:	Creative City Centre Funding
MOTION:	That Administration be directed to: 3. Report back to Executive Committee in May of 2025 on the concept of shifting from the current arts “grant” program to a “service provider agreement” model for arts funding from the City of Regina.
DIVISION/DEPARTMENT:	Community & Cultural Development / Community & Cultural Development
Return Date:	1-May-25
COMMENT:	Return Date: Remove as Creative City Centre is now a Community Partner through the Grant Program.

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as of December 31, 2025**

REPORT #:	CR24-108
DATE TABLED/REFERRED:	10/9/2024
SUBJECT:	Zoning Bylaw Amendment, Official Community Plan Amendment & Discretionary Use - 4125 & 4129 Queen St
MOTION:	That City Council table this report until such a time that the supplemental report containing results of Administration's discussions with the Regina Airport Authority and CMHC on the Housing Accelerator Fund as it relates to noise exposure forecast contours (see CR24-120) is brought back for City Council's consideration.
DIVISION/DEPARTMENT:	City Planning / City Planning
Return Date:	Q1 2025
COMMENT:	Return Date: Remove as resolved by item MN25-1 at the February 12, 2025 City Council meeting.

REPORT #:	CM24-14(2)
DATE TABLED/REFERRED:	1/29/2025
SUBJECT:	Housing Supply and Revitalization Initiatives Update
MOTION:	That City Council: 2. Approve in principle the new incentive program described in Appendix A, page 14, and direct Administration to present City Council with a formalized incentive program by the end of Quarter 1, 2025, following approval of the 2025-2026 Budget.
DIVISION/DEPARTMENT:	City Projects / City Projects
Return Date:	Q1 2025
COMMENT:	Return Date: Remove as resolved by item CR25-65 at the May 21, 2025 City Council meeting

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as of December 31, 2025**

REPORT #:	MN25-5(2)
DATE TABLED/REFERRED:	3/26/2025
SUBJECT:	Playground Accessibility
MOTION:	That City Council: 2. Direct Administration to work with the Accessibility Advisory Committee to prioritize the planned playground upgrades for 2026 and report back to Executive Committee in Q4 2025, prior to the 2026/2027 budget deliberations;
DIVISION/DEPARTMENT:	Recreation & Cultural Services / Recreation & Cultural Services
Return Date:	Q4 2025
COMMENT:	Return Date: Remove as resolved by CR25-136 at the November 5, 2025 City Council meeting.

REPORT #:	MN25-5(3)
DATE TABLED/REFERRED:	3/26/2025
SUBJECT:	Playground Accessibility
MOTION:	That City Council: 3. Direct Administration to include an option for consideration as part of the 2026 proposed budget to allocate \$1 million toward a refurbishment fund for playgrounds (City owned playgrounds, Parent Associations and Community Associations) related to design, construction and related equipment.
DIVISION/DEPARTMENT:	Recreation & Cultural Services / Recreation & Cultural Services
Return Date:	Q4 2025
COMMENT:	Return Date: Remove as resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

REPORT #:	MN25-8(3)
DATE TABLED/REFERRED:	4/9/2025
SUBJECT:	Food Security Initiative
MOTION:	That City Council: 3. Direct Administration to actively support the Heritage FASTT Program's implementation by: • Requesting the Heritage FASTT Program to provide City Council with a progress report at the end of the six-month pilot period, detailing its activities, outcomes, and recommendations for future sustainability.
DIVISION/DEPARTMENT:	Recreation & Cultural Services / Recreation & Cultural Services
Return Date:	Q4 2025
COMMENT:	Return Date: Remove as this program has concluded.

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REPORT #:	CR24-32(3)
DATE TABLED/REFERRED:	4/24/2024
SUBJECT:	Vision Zero Road Safety Framework
MOTION:	That City Council: 3. Direct Administration to bring forward any future budget implications of the Framework as part of the budget process;
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	Q4 2024 (Budget)
COMMENT:	Return Date: Remove as resolved by item CM23-3 at the December 18, 2023 City Council meeting.

REPORT #:	CR24-39(2)
DATE TABLED/REFERRED:	4/24/2024
SUBJECT:	Regina Accessibility Plan
MOTION:	That City Council: 2. Direct Administration to report back on the Corporate Accessibility Plan for consideration as part of the 2025/2026 General Budget.
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	Q4 2024 (Budget)
COMMENT:	Return Date: Remove as resolved by item CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

REPORT #:	CR24-100(3)
DATE TABLED/REFERRED:	8/21/2024
SUBJECT:	Request to Seek an Increase in the Debt Limit
MOTION:	3. Table the following recommendations until such time that the City of Regina receives a response from the Saskatchewan Municipal Board on the City's application for a new debt limit of \$890 million: a) Authorize the Deputy City Manager, Financial Strategy & Sustainability or designate, subject to the necessary borrowing bylaw to be passed by City Council and a debt limit increase to be approved by the SMB, to do the following:

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Public Outstanding Items Resolved in 2025
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as of December 31, 2025**

- i. Negotiate with financial institutions to obtain long-term financing for the Indoor Aquatic Facility (IAF) in a maximum principal amount of \$150 million plus any related interest or other costs of the debt resulting from this borrowing with the debt to be negotiated over time as required as the project progresses.
- ii. Negotiate, approve and enter into all necessary agreements to facilitate the borrowing of \$150 million plus any related interest or other costs of the debt resulting in this borrowing and return to City Council for final approval of the debt and terms;
- b) Authorize the Deputy City Manager, Financial Strategy & Sustainability or designate, subject to the necessary borrowing bylaw to be passed by City Council and a debt limit increase to be approved by the SMB, to do the following:
 - i. Negotiate with financial institutions, to obtain long-term financing for the Geothermal Heating Facility (GHF) in a maximum principal amount of \$13.8 million plus any related interest or other costs of the debt resulting from this borrowing, with the debt to be negotiated over time as required as the project progresses.
 - ii. Negotiate, approve and enter into all necessary agreements to facilitate the borrowing of \$13.8 million plus any related interest or other costs of the debt resulting in this borrowing and return to City Council for final approval of the debt and terms;
- c) Authorize the Deputy City Manager, Financial Strategy & Sustainability or designate, subject to the necessary borrowing bylaw to be passed by City Council and a debt limit increase to be approved by the SMB, to do the following:
 - i. Negotiate with financial institutions, to obtain long-term financing for the remaining Service Agreement Fee (SAF) unfunded projects in a maximum amount of \$58.5 million, plus any related interest or other costs of the debt resulting from this borrowing, with the debt to be negotiated by the end of 2025.
 - ii. Negotiate, approve and enter into all necessary agreements to facilitate the borrowing of \$58.5 million plus any related interest or other costs of the debt resulting in this borrowing and return to City Council for final approval of the debt and terms; and
- d) Instruct the City Solicitor to prepare the borrowing bylaws required for the debt outlined in recommendations 3a), 3b), and 3c) above as the debt is required and based on the terms and conditions negotiated by the Deputy City Manager, Financial Strategy & Sustainability or designate and return to City Council for approval prior to the debt being acquired.

DIVISION/DEPARTMENT:

Financial Services / Financial Services

Return Date:

TBD

COMMENT:

Return Date: Remove as resolved by CR25-90 at the July 30, 2025 City Council meeting.

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REPORT #:	MN24-13(2)
DATE TABLED/REFERRED:	8/21/2024
SUBJECT:	Creative City Centre Funding
MOTION:	That item #2 of the recommendation be referred to Administration as part of the 2025/2026 budget deliberations: That Administration be directed to: 2. Elevate the City Centre Creative annual operating grant to community partner status with a contribution of \$50,000 for the 2025/2026 budget;
DIVISION/DEPARTMENT:	Financial Services / Financial Services
Return Date:	Budget 2025-2026
COMMENT:	Return Date: Remove as resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

REPORT #:	CR24-113(4)
DATE TABLED/REFERRED:	9/25/2024
SUBJECT:	MN24-5 Reserve Fund Policy
MOTION:	That City Council: 4. Direct Administration to fulfill its commitment from the June 2023 CR23-76 Annual Reserve Report to review the Reserve Policy and reserve model and to have this completed and presented to the Audit and Finance Committee and subsequently to City Council in Q3 2025;
DIVISION/DEPARTMENT:	Financial Services / Financial Services
Return Date:	Q3 2025
COMMENT:	Return Date: Remove as resolved by CR25-123 at the October 8, 2025 City Council meeting.

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REPORT #:	CR24-113(5)
DATE TABLED/REFERRED:	9/25/2024
SUBJECT:	MN24-5 Reserve Fund Policy
MOTION:	That City Council: 5. Direct the Audit and Finance Committee to include within its review of Capital Project and Reserve Fund Reporting the requirement for Administration to report to Council all Reserve Fund transfers and balances, complete with year-end forecast of same, on a quarterly basis;
DIVISION/DEPARTMENT:	Financial Services / Financial Services
Return Date:	Q3 2025
COMMENT:	Return Date: Remove as resolved by CR25-70 at the June 11, 2025 City Council meeting.

REPORT #:	CR24-113(6)
DATE TABLED/REFERRED:	9/25/2024
SUBJECT:	MN24-5 Reserve Fund Policy
MOTION:	That City Council: 6. Direct the Audit and Finance Committee to include within its review of Capital Project and Reserve Fund Reporting clear articulation of Capital Carry Forward balances and where they are held; and
DIVISION/DEPARTMENT:	Financial Services / Financial Services
Return Date:	Q3 2025
COMMENT:	Return Date: Remove as resolved by CR25-85 at the July 30, 2025 City Council meeting.

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REPORT #:	CR24-116(1)
DATE TABLED/REFERRED:	10/9/2024
SUBJECT:	Multi-Year Budgeting and Timeline
MOTION:	That City Council: 1. Direct Administration to undertake a one-year budget process for 2025, to be brought to Council before the end of March 2025; and
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	March, 2025
COMMENT:	Return Date: Remove as resolved by item CM25-3 at March 17, 2025 Budget meeting

REPORT #:	CR24-131(1)
DATE TABLED/REFERRED:	12/11/2024
SUBJECT:	Water Network Expansion Project Debt Financing
MOTION:	That City Council: 1. Direct Administration to include a mill rate increase in the proposed 2025 Budget, currently estimated at 1.39 per cent to fund the sinking fund (principal) and interest payments associated with \$100 million of long-term debt acquired in 2024 for the Water Network Expansion (WNE) project, formally known as Eastern Pressure Solution
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	Budget 2025
COMMENT:	Return Date: Remove as resolved by item CR25-19 at the March 17, 2025 City Council meeting

**Appendix A
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REPORT #:	CM25-3(A19)
DATE TABLED/REFERRED:	3/17/2025
SUBJECT:	2025 Proposed Budget
MOTION:	That the City Manager be directed to: 1. Reduce expenditures by \$1.55 Million, equivalent to a mill rate decrease of 0.5%; and 2. Report back to Executive Committee at its meeting of April 30, 2025, outlining the steps taken or being taken to realize these savings.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Financial Strategy & Sustainability
Return Date:	30-Apr-25
COMMENT:	Return Date: Remove as resolved by MN25-9 at the May 7, 2025 City Council meeting.

REPORT #:	CR25-73(2)
DATE TABLED/REFERRED:	6/11/2025
SUBJECT:	Permanent Emergency Shelter Update
MOTION:	That City Council: 2. Approve the following vicinity improvements to be included in the 2026-27 Budget: a. Paving of designated alleyways near the shelter; and b. Expansion of the City's Debris Team services in the Heritage neighbourhood;
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	Q4 2025
COMMENT:	Return Date: Remove as resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

**Appendix A
Public Outstanding Items Resolved in 2025
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REPORT #:	CR25-74(3)
DATE TABLED/REFERRED:	6/11/2025
SUBJECT:	Noise Attenuation Policy Update
MOTION:	That City Council: 3. Direct Administration to identify resources needed to provide technical support for the successful implementation of this program for consideration in the 2026 budget
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	Q4 2025
COMMENT:	Return Date: Remove as resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

REPORT #:	CM25-12
DATE TABLED/REFERRED:	9/5/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Governance, Leadership & Enabling Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes additional information pertaining to benchmarking against comparator cities, for all City of Regina revenue sources
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return Date: Remove as resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

**Appendix A
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REPORT #:	CM25-14
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	<p>That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information:</p> <ol style="list-style-type: none"> 1. Historical data of number of employees ratio to population growth of the city compared to budget from 2016 to 2025; 2. Review of the Fleet Services budget, including its vehicle replacement plan and maintenance costs, and report back with options to reduce the projected increase in fleet budget without negatively impacting front-line service delivery; 3. Overview of how success is measured by City departments historically and presently with respect to labour, human resource allocation, and current framework for determination of increased needs, and success of outcomes; 4. How the 14 opportunities identified in the efficiency report from Deloitte are progressing with respect to services and processes; 5. Comparison of costs of the City's park-mowing related to parks maintenance, to that of parks maintenance mowing in the City's comparator cities; 6. Comparison of cost per resident, cost per user of Regina Transit and cost recovery to similar transit costs in Regina's comparator cities; 7. Breakdown of total number of increases in FTEs, new hires, and vacant positions with costing, and total cost of consultants; 8. Options for redistribution of surplus investment income for the 2025 budget year. 9. Comparison of parking meter fees & fines to other comparable cities respecting deviating parking revenue of the budget to downtown initiatives; 10. Comparison of number of City-owned publicly available electrified stalls for EV and Hybrid vehicles to that of other comparable cities, including a jurisdictional scan of public EV chargers; 11. Snow removal benchmarks including clearing and timeliness compared to other cities, compared to budget allocations.
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return Date: Remove as resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

**Appendix A
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REPORT #:	CR25-123(2)
DATE TABLED/REFERRED:	10/8/2025
SUBJECT:	2025 Reserve Review
MOTION:	That City Council: 2. Direct Administration to consider funding options in the 2026 Budget: a. For the following reserves that are currently expected to be below their minimum balances at the end of 2025 or within the next five years: General Fund, Winter Road Maintenance, Transit Fleet, Fire Fleet, Solid Waste, Cemetery, and Planning Sustainability and Stabilization. b. To fund new Noise Attenuation Reserve. c. To fund increases to the minimum limits that are approved.
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	Budget 2026
COMMENT:	Return Date: Remove as resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

REPORT #:	MN25-16(2)
DATE TABLED/REFERRED:	11/5/2025
SUBJECT:	City's Tax and Assessment System (TAS) Software Upgrade and Enhancement
MOTION:	That City Council: 2. Direct Administration to include for consideration in the 2026/2027 budget deliberations an increase of \$79,000 annually from 2026 to 2029 to the Elections and Property Reassessment Reserve for dedicated allocation to resources to support phase-in capability by the next tax revaluation cycle.
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning / Budget & Long-term Financial Planning
Return Date:	2026/2027 Budget
COMMENT:	Return Date: Remove as resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting.

**Appendix B
Public Outstanding Items Resolved in 2025
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Items outlined in this appendix were removed from the list of outstanding items throughout the year in 2025 with approval from City Council or the Committee that has the authority to remove items from the list.

REPORT #:	MN25-7(3)
DATE TABLED/REFERRED:	3/26/2025
SUBJECT:	Amend The Zoning Bylaw, Bylaw No. 2019-19: Making Room for Affordable Manufactured Homes City-Wide
MOTION:	3. Direct Administration to report back to City Council at its April 9, 2025 meeting on the results of exploring any potential options; including but not limited to engaging the province to: <ul style="list-style-type: none"> a. explore options to expand authority of municipality to provide greater protections for tenants b. consult on the availability of Sask Housing units to consider support for any displaced residents; and c. consult on applicable legislation and cross-departmental supports to support these individuals
DIVISION/DEPARTMENT:	Planning & Development Services/Planning & Development Services
Return Date:	9-Apr-25
COMMENT:	Return Date: Resolved by CM25-6 at the April 9, 2025 City Council meeting.

REPORT #:	CR25-102(1)
DATE TABLED/REFERRED:	8/27/2025
SUBJECT:	Encampment Response Protocols
MOTION:	1. Refer this matter back to Administration to research and report back to the Executive Committee at its November 12, 2025 meeting with options for an improved encampment response strategy, and include information on the following: <ul style="list-style-type: none"> a) A review of best practices from other Canadian municipalities, b) included but not limited to recommended locations for designated encampment sites, operational models, and community partners; c) Estimated capital and operating costs; and d) Required bylaw amendments and a proposed community engagement plan;
DIVISION/DEPARTMENT:	Planning & Development Services / Recreation & Cultural Services
Return Date:	12-Nov-25
COMMENT:	Return Date: Resolved by CR25-144 at the November 19, 2025 City Council meeting.

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REPORT #:	CR24-92
DATE TABLED/REFERRED:	7/17/2024
SUBJECT:	2025 Revaluation
MOTION:	2. Direct Administration to continue the consultation with the business community on the options with the business community on the options for a phase-in of tax changes for commercial property due to the 2025 Revaluation; and 3. Direct Administration to report back to City Council on tax policy options in Quarter 1 of 2025.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Assessment & Property Revenue Services
Return Date:	Q1 2025
COMMENT:	Return Date: Resolved by CR25-35 at the April 9, 2025 City Council meeting.

REPORT #:	CM25-14(10)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 10. Comparison of number of City-owned publicly available electrified stalls for EV and Hybrid vehicles to that of other comparable cities, including a jurisdictional scan of public EV chargers;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

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Public Outstanding Items Resolved in 2025
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REPORT #:	CM25-14(11)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 11. Snow removal benchmarks including clearing and timeliness compared to other cities, compared to budget allocations.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-14(2)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 2. Review of the Fleet Services budget, including its vehicle replacement plan and maintenance costs, and report back with options to reduce the projected increase in fleet budget without negatively impacting front-line service delivery;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

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Public Outstanding Items Resolved in 2025
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REPORT #:	CM25-14(3)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 3. Overview of how success is measured by City departments historically and presently with respect to labour, human resource allocation, and current framework for determination of increased needs, and success of outcomes;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-14(4)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 4. How the 14 opportunities identified in the efficiency report from Deloitte are progressing with respect to services and processes;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

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Public Outstanding Items Resolved in 2025
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REPORT #:	CM25-14(5)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 5. Comparison of costs of the City's park-mowing related to parks maintenance, to that of parks maintenance mowing in the City's comparator cities;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-14(6)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 6. Comparison of cost per resident, cost per user of Regina Transit and cost recovery to similar transit costs in Regina's comparator cities;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

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Public Outstanding Items Resolved in 2025
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REPORT #:	CM25-14(7)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 7. Breakdown of total number of increases in FTEs, new hires, and vacant positions with costing, and total cost of consultants;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-14(8)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 8. Options for redistribution of surplus investment income for the 2025 budget year.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

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as of December 31, 2025**

REPORT #:	CM25-14(9)
DATE TABLED/REFERRED:	9/9/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Public Facing Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025 budget meeting, that includes the following additional information: 9. Comparison of parking meter fees & fines to other comparable cities respecting deviating parking revenue of the budget to downtown initiatives;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-15(1)
DATE TABLED/REFERRED:	9/16/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Community Building Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 1. The service implications/risks and service adjustment options to achieve the following 2026 general operating budget mill rate scenarios: 3.1%, 6 %, 7.5% & 9%;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

**Appendix B
Public Outstanding Items Resolved in 2025
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as of December 31, 2025**

REPORT #:	CM25-15(2)
DATE TABLED/REFERRED:	9/16/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Community Building Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 2. An 18.5% reduction from the current general operating forecast for 2026;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-15(3)
DATE TABLED/REFERRED:	9/16/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Community Building Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 3. Investigate federal funding streams available to potentially fund the Indigenous Relations department.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

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as of December 31, 2025**

REPORT #:	CM25-15(4)
DATE TABLED/REFERRED:	9/16/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Community Building Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 4. A high-level overview of short and long-term financial impacts for the expansion of the internal Development department, including pros, cons, risks and other financial factors as they relate to our strategic priorities.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-15(5)
DATE TABLED/REFERRED:	9/16/2025
SUBJECT:	2026-2027 Preliminary Service Forecast - Community Building Services
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 5. An overview of the most common categories of resident service requests from 2022, and an overview of the impact of these requests on departmental workloads;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

**Appendix B
Public Outstanding Items Resolved in 2025
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as of December 31, 2025**

REPORT #:	CM25-16(1)
DATE TABLED/REFERRED:	9/23/2025
SUBJECT:	2026-2027 Preliminary Forecast - General Capital Investments
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 1. Additional information on the demonstrated need aligning to strategic values on the ceremonial site, overview of the various uses for the site, cost benefits, associated operational costs, accessibility of/transit plans to the site, and include possible engagement, potential grant opportunities and partnerships that may exist with the federal, provincial and 35 First Nations;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-16(2)
DATE TABLED/REFERRED:	9/23/2025
SUBJECT:	2026-2027 Preliminary Forecast - General Capital Investments
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 2. Provide funding options to meet the active transportation targets in the Transportation Master Plan, with the report to include an analysis of mill rate impacts, alternative revenue tools and a jurisdictional scan of how other cities fund their networks.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

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REPORT #:	CM25-16(3)
DATE TABLED/REFERRED:	9/23/2025
SUBJECT:	2026-2027 Preliminary Forecast - General Capital Investments
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 3. Additional Information on the Parkdale Park Revitalization and Skating loop projects and how they relate to the overall Parks and Recreation plans;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-16(6)
DATE TABLED/REFERRED:	9/23/2025
SUBJECT:	2026-2027 Preliminary Forecast - General Capital Investments
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 6. Provide the ranked prioritization list for 2026 capital planning project spending, including contextual notes and methodology to explain the demonstrated need aligning to strategic values, master plans, existing facility condition index etc.;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

**Appendix B
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as of December 31, 2025**

REPORT #:	CM25-16(7)
DATE TABLED/REFERRED:	9/23/2025
SUBJECT:	2026-2027 Preliminary Forecast - General Capital Investments
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 7. Provide information on the following processes: a. Average costs for construction/consulting fees and breakdown of internal vs. external costs; b. Information on capital project initialization and a comparison of how many projects are designed but not built (definition of not built is delayed past 5 years); c. Procurement process (RFP/RFQ, etc.) for consultants; and d. Summary of the existing process map/ flow chart of capital project initiation, planning to execution.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-16(4)
DATE TABLED/REFERRED:	9/23/2025
SUBJECT:	2026-2027 Preliminary Forecast - General Capital Investments
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 4. Additional Information on the "railyards plan" and the Baseball Stadium commitments;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

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REPORT #:	CM25-16(5)
DATE TABLED/REFERRED:	9/23/2025
SUBJECT:	2026-2027 Preliminary Forecast - General Capital Investments
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the following additional information: 5. Additional Information on the need for a permanent Elections Office Space, compared to other municipalities our size;
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

REPORT #:	CM25-17
DATE TABLED/REFERRED:	10/3/2025
SUBJECT:	2026-2027 Preliminary Forecast - Utility Operating & Capital
MOTION:	That City Council refer this matter back to Administration to prepare a supplemental report, to be published with the 2026/2027 Proposed Budget report for Council's consideration at its December 17, 2025, budget meeting, that includes the detailed results of the 2021 Tax and Utility Affordability Engagement Survey.
DIVISION/DEPARTMENT:	Financial Strategy & Sustainability / Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Resolved by CM25-19 and CM25-20 at the December 15, 2025 City Council meeting

**Appendix C
Public Outstanding Items
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REPORT #:	CR25-15(2)
DATE TABLED/REFERRED:	3/5/2025
SUBJECT:	2025 Q2-Q4 Council and Committee Meeting Calendar
MOTION:	That City Council: 2. Direct the City Clerk to report back to Executive Committee in early Q2 2025 with options on creating new committees of Council.
DIVISION/DEPARTMENT:	Office of the City Clerk/Office of the City Clerk
Return Date:	Q2 2025
COMMENT:	Return Date: Q2 2028

REPORT #:	MN25-11(3)
DATE TABLED/REFERRED:	6/11/2025
SUBJECT:	Conduct of Delegations
MOTION:	That City Council: 3. Direct Administration to report back to Executive Committee by Q4 2025 on the internal work that is currently underway that relates to meeting accessibility improvements.
DIVISION/DEPARTMENT:	Office of the City Clerk/Office of the City Clerk
Return Date:	Q4 2025
COMMENT:	Return Date: Q4 2026

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REPORT #:	CR25-17(3)
DATE TABLED/REFERRED:	3/5/2025
SUBJECT:	Emergency Treatment Fund Funding Agreement
MOTION:	That City Council: 3. Direct Administration to report back to City Council in Quarter 4 2025 detailing progress and outcomes of the Emergency Treatment Fund program;
DIVISION/DEPARTMENT:	Community Wellbeing, City Planning & Community Services
Return Date:	Q4 2025
COMMENT:	The ETF program provided funding for community organizations to purchase vehicles in late March 2025. Programming could only begin once the vehicles were received and the organizations were able to initiate their startup activities, leaving insufficient time for them to generate meaningful program data to date. As a result, Administration has not yet received reporting from the funded groups. Full reporting is expected before the federal submission deadline of April 30, 2026. Therefore, Administration recommends bringing a comprehensive report to Council in late Q3 2026.

REPORT #:	MN25-14(2)
DATE TABLED/REFERRED:	9/11/2025
SUBJECT:	Smart Investments for a Sustainable Regina
MOTION:	That City Council direct Administratio to: 2. Report back to Executive Committee by Q4 2026 with the results of stakeholder engagement for the above actions, recommendations, and a potential implementation plan.
DIVISION/DEPARTMENT:	Energy & Sustainability/Energy & Sustainability
Return Date:	Q4 2026
COMMENT:	Return Date: Q4 2026

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REPORT #:	CR24-32(A1)
DATE TABLED/REFERRED:	4/24/2024
SUBJECT:	Vision Zero Road Safety Framework
MOTION:	That City Council direct Administration to report back to Council in Q4 of 2025 with an analysis of the results of the implementation of the Community Safety Zone, including safety statistics, trends, and how the Community Safety Zone may impact future construction projects on Saskatchewan Drive and Lewvan Drive.
DIVISION/DEPARTMENT:	Traffic Engineering/Traffic Engineering
Return Date:	Q4 2025
COMMENT:	Return Date: Q4 2026

REPORT #:	MN24-12 (a.ii.)
DATE TABLED/REFERRED:	1/29/2025
SUBJECT:	Nuisance and Underutilized Properties
MOTION:	that Administration: a) Report back to Council in Q4 of 2025 with options and recommendations on the following: ii. Where surface parking lots are owned by the City of Regina, that plans are considered to transition these properties into residential and commercial use;
DIVISION/DEPARTMENT:	Sustainability, Performance, & Service Improvement/Sustainability, Performance, & Service Improvement
Return Date:	Q4 2025
COMMENT:	Return Date: Q3 2026

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REPORT #:	MN24-12 (a.iv.)
DATE TABLED/REFERRED:	1/29/2025
SUBJECT:	Nuisance and Underutilized Properties
MOTION:	that Administration: a) Report back to Council in Q4 of 2025 with options and recommendations on the following: iv. Establishment of bylaws and bylaw enforcement processes and fines for repeat nuisance property offences.
DIVISION/DEPARTMENT:	Sustainability, Performance, & Service Improvement/Sustainability, Performance, & Service Improvement
Return Date:	Q4 2025
COMMENT:	Return Date: Resolved by item CR26-35 Review of Nuisance and Derelict Properties at March 25, 2026 City Council meeting. <i>Will appear as resolved in 2026 Review of Outstanding Items List report.</i>

REPORT #:	MN24-12(a.i. and a.iii.)
DATE TABLED/REFERRED:	1/29/2025
SUBJECT:	Nuisance and Underutilized Properties
MOTION:	that Administration: a) Report back to Council in Q4 of 2025 with options and recommendations on the following: i. Creation of a property subclass for standalone surface parking lots in established intensification incentive boundaries, with a focus on Warehouse, Downtown, and Centre Square should unique factors require consideration in these areas; iii. Creation of a property subclasses for nuisance and abandoned properties and buildings;
DIVISION/DEPARTMENT:	Sustainability, Performance, & Service Improvement/Sustainability, Performance, & Service Improvement
Return Date:	Q4 2025
COMMENT:	Return Date: Resolved by item CR26-35 Review of Nuisance and Derelict Properties at March 25, 2026 City Council meeting. <i>Will appear as resolved in 2026 Review of Outstanding Items List report.</i>

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REPORT #:	MN24-19(2)
DATE TABLED/REFERRED:	1/29/2025
SUBJECT:	Review of the Regina Animal Bylaw, 2009, Bylaw No. 2009-44
MOTION:	<p>that City Council direct Administration to:</p> <p>1. Undertake a comprehensive review of The Regina Animal Bylaw, 2009, Bylaw No. 2009-44 as follows:</p> <p>a) Phase 1: consultation with stakeholders, including the Regina Humane Society, Saskatchewan Health Authority (Public Health); Regina Police Service; other provincial government partners; Administration; as well as broader community consultation, including interested parties via various methods for example Be Heard, etc.; and</p> <p>b) Phase 2: a full scan of recently updated animal bylaws and current best practices in other Canadian cities regarding animal care and control including but not limited to unsupervised tethering and the use of choke collars and other similar devices.</p> <p>2. Report back to City Council on the results of the consultation outlined in Phase 1 by Q4 2025, including an update on when the results of the direction outlined in phase 2 will be reported back to City Council for changes to the bylaw and a timeline to trigger future reviews of The Regina Animal Bylaw, 2009, Bylaw No. 2009-44.</p>
DIVISION/DEPARTMENT:	City Centre & Community Standards/City Centre & Community Standards
Return Date:	Q4 2025
COMMENT:	Return Date: Resolved by item CR26-33 at March 25, 2026 City Council meeting. <i>Will appear as resolved in 2026 Review of Outstanding Items List report.</i>

REPORT #:	CR25-24(A)
DATE TABLED/REFERRED:	3/26/2025
SUBJECT:	Multi-Family Food & Yard Regulation Updates
MOTION:	That Administration be directed to report back to City Council on the results of the Early Adopter Incentive Program (EAIP) for the ICI and multi-family sectors and include any recommendations for changes to its parameters and funding allocations in conjunction with the next Waste Plan Regina update, no later than Q1 2026
DIVISION/DEPARTMENT:	Water, Waste & Environment/Water, Waste & Environment
Return Date:	Q1 2026
COMMENT:	Return Date: Q1 2026

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REPORT #:	CR24-63(4)
DATE TABLED/REFERRED:	9/25/2024
SUBJECT:	Official Community Plan – Office Development Policies Review
MOTION:	That City Council: 3. Approve changes to the OCP to allow “medium office” within the Warehouse District and changes to the Zoning Bylaw as outlined in the report (ie. industrial offices, heritage properties); and introduce transit hubs along Albert Street (Golden Mile and Northgate areas) as an area where "medium office" development is a permitted use and not subject to the downtown office vacancy rate; 4. Direct Administration to report back in two years on the impact of these changes;
DIVISION/DEPARTMENT:	City Planning/City Planning
Return Date:	2026
COMMENT:	Return Date: Q3 2026

REPORT #:	CR25-7(3)
DATE TABLED/REFERRED:	1/29/2025
SUBJECT:	Office to Residential Incentive Pilot
MOTION:	That City Council: 1. Approve the Office to Residential Incentive Pilot Policy to operate in 2025 and 2026 with a budget of \$4 million funded through the Housing Accelerator Fund as described in this report and in Appendix A – Office to Residential Incentive Pilot; 2. Delegate authority to the Director of Indigenous Relations & Community Development or their designate to negotiate and approve capital grant agreements up to \$4 million between the City of Regina and successful applicants as further described in this report and in Appendix A – Office to Residential Incentive Pilot; and 3. Direct Administration to report back on the findings of the pilot by the first quarter of 2027.
DIVISION/DEPARTMENT:	Planning & Development Services/Planning & Development Services
Return Date:	Q1 2027
COMMENT:	Return Date: Q1 2027

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REPORT #:	CR25-19(1)
DATE TABLED/REFERRCED:	3/5/2025
SUBJECT:	Road Renewal Program Update
MOTION:	That City Council: 1. Direct Administration to explore and identify options to make changes in the LOS (Level of Service) and investment needs for SIRP (Street Infrastructure Renewal Program) and to explore and identify options that would see the Residential Road Renewal Program address more poor roads and bring back a report to City Council in Q1 of 2026.
DIVISION/DEPARTMENT:	Sustainable Infrastructure/Sustainable Infrastructure
Return Date:	Q1 2026
COMMENT:	Return Date: Q2 2026

REPORT #:	MN25-5(1)
DATE TABLED/REFERRED:	3/26/2025
SUBJECT:	Playground Accessibility
MOTION:	That City Council: 1. Direct Administration to report back to the Executive Committee in Q4 2026, prior to the 2027/2028 budget deliberations on the following: a. Changes to the City of Regina Accessible Playground Standard effective immediately respecting all new and ongoing projects: i. Definition of accessible playground: Accessibility is about travel, movement, and approach or entry. A playground that is accessible is one that is easy for a person who uses a mobility device to maneuver to and around. ii. Definition of inclusive playground: designed to meet the needs of a variety of disabilities such as visual impairments, hearing impairments, communication, cognitive disabilities, sensory sensitivities, physical disabilities etc, designed thoughtfully to encourage engagement and interaction of multiple abilities. iii. Both Neighborhood and Destination playgrounds are to meet the principals of both accessible and inclusive playgrounds. iv. Accessible play elements must be appropriate for a person with a mobility device to maneuver around. Neighborhood playgrounds have a minimum accessible element changed from 40% to 50%; v. both destination and neighborhood playgrounds are constructed with only accessible surfacing to meet ASTM1951 standards and remove engineered wood fiber as an acceptable choice; vi. A maximum of 15% of the accessible elements require a person to exit their mobility device. vii. accessible play routes have a minimum width of 1100mm; viii. sensory planting beds should have a minimum of 20% of the beds raised to the following accessibility dimension requirements; Have a top surface of 860 mm maximum; and Have knee and toe space for a front approach that is 735 mm minimum high at the front edge, 500 mm minimum deep, and 900 mm minimum wide. ix. Transfer stations are not to be included within an accessible route;

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	<p>x. All areas designed for accessibility devices including quiet spaces also to include space for an adult caregiver or friend.</p> <p>xi. Sensory plantings or plants are not to be included in the count as play components;</p> <p>xii. Destination playgrounds are to be located on a transit route;</p> <p>xiii. A minimum of a 1525mm turning diameter, must be provided at the end of an accessible path, walkway or corridor, including platforms for slides/poles/climbing structures.</p> <p>xiv. One of each type of play experience is to be accessible. Type of play experiences is listed in Appendix B. Preference for side by side play of varying abilities.</p> <p>xv. Destination Playgrounds: Consideration of service dog accommodations and consideration for mobility device/stroller parking.</p> <p>xvi. Minimum size for a Destination Playground is to be 300m2.</p> <p>xvii. Elevated play is not a requirement of an accessible playground.</p> <p>xviii. Washroom is not a requirement of an accessible playground, but is encouraged.</p> <p>b. Designating that playgrounds and parks that do not meet the standard of the Regina Accessible Playground Standard are not identified or labelled as accessible and are removed from the destination playground map and other published materials.</p> <p>c. Utilizing the Regina Accessible Playground Standard when preparing future park and playground site reports.</p> <p>d. Requiring developers to follow the Regina Accessible Playground Standard for new playgrounds.</p>
DIVISION/DEPARTMENT:	Recreation & Cultural Services/Recreation & Cultural Services
Return Date:	Q4 2026
COMMENT:	Return Date: Q4 2026 (Budget Deliberations)

REPORT #:	CR25-73 (9b.)
DATE TABLED/REFERRED:	6/11/2025
SUBJECT:	Permanent Emergency Shelter Update
MOTION:	That City Council: 9. Direct Administration to: b) Bring a report back to City Council annually, beginning one year after the shelter opens, to include data on the success of the shelter, crime statistics in the area surrounding the shelter, and the Good Neighbour Plan;
DIVISION/DEPARTMENT:	Recreation & Cultural Services/Recreation & Cultural Services
Return Date:	Q3 2026
COMMENT:	Return Date: Q3 2026

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REPORT #:	CR25-76(2)
DATE TABLED/REFERRED:	6/25/2025
SUBJECT:	Municipal Front-ending Lift Stations
MOTION:	That City Council: 2. Direct Administration to bring forth a report to City Council for consideration, as outlined in Appendix B – Northwest Regional Wastewater Lift Station Term Sheet and further described in this report, to approve Final Area-Specific Development Charges applicable to the Benefitting Area shown in Appendix B, Schedule A following the completion of the Northwest Regional Wastewater Lift Station;
DIVISION/DEPARTMENT:	City Projects/City Projects
Return Date:	TBD
COMMENT:	Return Date: TBD following completion of the Northwest Regional Wastewater Lift Stations

REPORT #:	CR25-76(4)
DATE TABLED/REFERRED:	6/25/2025
SUBJECT:	Municipal Front-ending Lift Stations
MOTION:	That City Council: 4. Direct Administration to bring forth a report to City Council for consideration to amend The Development Levy Bylaw, 2011 consistent with Appendix C – Westerra Wastewater Lift Station Term Sheet to establish a municipal front-ending policy for the Westerra Wastewater Lift Station, following the City of Regina obtaining debt financing for the principal amount described in Appendix C, Schedule B;
DIVISION/DEPARTMENT:	City Projects/City Projects
Return Date:	TBD
COMMENT:	Return Date: TBD following the City of Regina obtaining debt financing for the principal amount described in Appendix C, Schedule B of report CR25-76.

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REPORT #:	CR25-128(A3)
DATE TABLED/REFERRED:	10/8/2025
SUBJECT:	2026-2028 Leisure Fees Bylaw Update
MOTION:	That City Council direct Administration to: 2. Review the program partner list; and 3. Report back on the results of the review with the next Leisure Fees Bylaw update in 2028.
DIVISION/DEPARTMENT:	Recreation & Cultural Services/Recreation & Cultural Services
Return Date:	Q4 2028
COMMENT:	Return Date: Q4 2028

REPORT #:	CR25-144(1)
DATE TABLED/REFERRED:	11/19/2025
SUBJECT:	City of Regina's Role in Well-Being and Homelessness
MOTION:	That City Council: 1. Direct Administration to develop the terms of reference for the Community Safety and Well-being System Leadership Group for Council approval in Quarter 1, 2026;
DIVISION/DEPARTMENT:	Recreation & Cultural Services/Recreation & Cultural Services
Return Date:	Q1 2026
COMMENT:	Return Date: TBD

REPORT #:	CR25-144(10)
DATE TABLED/REFERRED:	11/19/2025
SUBJECT:	City of Regina's Role in Well-Being and Homelessness
MOTION:	That City Council: 10. Direct Administration to report back to Council by Quarter 2 of 2027 with an evaluation of the first year of implementation of a support/outreach-based encampment response model;
DIVISION/DEPARTMENT:	Recreation & Cultural Services/Recreation & Cultural Services
Return Date:	Q2 2027
COMMENT:	Return Date: Q2 2027

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REPORT #:	CR25-158(2)
DATE TABLED/REFERRED:	12/3/2025
SUBJECT:	Underutilized Land Improvement Strategy 5-Year Review
MOTION:	That City Council: 2. Instruct City Administration to report to City Council in Q1 2031, following the conclusion of the Underutilized Land Improvement Strategy's implementation timeframe, to evaluate the strategy's effectiveness in addressing barriers to underutilized sites and to consider the development of a renewed strategy or alternative approaches.
DIVISION/DEPARTMENT:	City Projects/City Projects
Return Date:	Q1 2031
COMMENT:	Return Date: Q1 2031

REPORT #:	CR26-11(2)
DATE TABLED/REFERRED:	2/25/2026
SUBJECT:	Official Community Plan Growth Plan Review
MOTION:	That City Council: 2. Direct Administration to engage the RM of Sherwood No. 159 to review Design Regina: The Official Community Plan Bylaw No. 2013-48 Map 1a: RM of Sherwood – City of Regina Growth Intentions and related polices as outlined in this report, and bring forth a report to City Council following this review with recommended updates;
DIVISION/DEPARTMENT:	Sustainable Infrastructure/Sustainable Infrastructure
Return Date:	TBD
COMMENT:	Return Date: TBD

REPORT #:	CR24-17
DATE TABLED/REFERRED:	3/20/2024
SUBJECT:	Motions Referred from 2024 Budget
MOTION:	That City Council direct Administration to include the previous year book of the two year budget with tracked changes when preparing future multi-year budgets.
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	Q4 2024 (Budget)
COMMENT:	Return Date: April 2026

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REPORT #:	CR24-21(2)
DATE TABLED/REFERRED:	3/20/2024
SUBJECT:	Options on Globe Theatre Funding
MOTION:	That City Council direct Administration to: 2. Direct Administration to include funding for the Catalyst Pathway Project in the proposed 2025 Capital Budget;
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	Q4 2024 (Budget)
COMMENT:	Return Date: Q4 2026 (Proposed Budget 2027)

REPORT #:	CR24-13(2)
DATE TABLED/REFERRED:	3/20/2024
SUBJECT:	Documented Standard Procedures and Glossary of Terms
MOTION:	That City Council: 2. Direct the Administration to report back to the September 10, 2024 Audit and Finance Committee meeting on the Capital Governance Policy and include the status of the following, with respect to documented procedures and policies: <ul style="list-style-type: none"> • pcard use and related disciplinary action • competitive procurement • contract management • payment processing • signing authority • policy review schedule • criteria and/or thresholds related to the above
DIVISION/DEPARTMENT:	Financial Services/Financial Services
Return Date:	10-Sep-24
COMMENT:	Return Date: July 2026

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REPORT #:	CR24-14
DATE TABLED/REFERRED:	3/20/2024
SUBJECT:	Delegated Authority
MOTION:	That City Council direct the Administration to include in its report back to the September 10, 2024 Audit and Finance Committee meeting on the Capital Governance Policy, the status of the following with respect to delegated authority: <ul style="list-style-type: none"> • defined spending limits • change in program / department funding allocation • recommendations on appropriation controls
DIVISION/DEPARTMENT:	Financial Services/Financial Services
Return Date:	10-Sep-24
COMMENT:	Return Date: July 2026

REPORT #:	CR24-113(7)
DATE TABLED/REFERRED:	9/25/2024
SUBJECT:	MN24-5 Reserve Fund Policy
MOTION:	That City Council: 7. Direct the Audit and Finance Committee to include within its review of the Investment Policy, the appropriateness of the allocation of income earned from Reserve balances held.
DIVISION/DEPARTMENT:	Financial Services/Financial Services
Return Date:	Q3 2025
COMMENT:	Return Date: Q3 2026

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REPORT #:	CR24-128(2)
DATE TABLED/REFERRED:	10/9/2024
SUBJECT:	Regina's Warehouse Business Improvement District: Vision and Implementation Plan
MOTION:	That City Council: 2. Direct City Administration to include the implementation funding of \$200,000, requested by the RWBID as outlined in their Implementation Strategy as part of the 2025 budget deliberations.
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	Budget 2025
COMMENT:	Return Date: Q3 2026

REPORT #:	MN25-2(1)(2)
DATE TABLED/REFERRED:	2/12/2025
SUBJECT:	REAL Governance and Management Changes & Financial Oversight
MOTION:	That City Council: 1. Direct Administration to bring forward options for the restructuring of REAL that considers the financial sustainability of REAL (assets and operations), as well as community benefits delivered by municipal owned corporation; and that the report considers revised ownership and control options including by not limited to: a. Fully or partially integrating REAL physical assets and operational responsibility directly into the City of Regina; b. Dissolving REAL as a municipal corporation, resulting in the City of Regina taking over REAL assets and operational responsibility; c. Maintaining REAL as a municipal corporation and providing the required financial and partnership support to enable the execution of a new business model that advances financial efficiencies, increased revenue, prioritizes an exceptional user experience, and stewards REAL's physical assets judiciously; 2. Direct Administration to bring forward options within 18 months, or earlier if the fiscal, governance and operational situation at REAL warrants it;
DIVISION/DEPARTMENT:	Financial Services/Financial Services
Return Date:	Q2 2026
COMMENT:	Return Date: Q2 2026

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REPORT #:	CR25-76(10)
DATE TABLED/REFERRED:	6/25/2025
SUBJECT:	Municipal Front-ending Lift Stations
MOTION:	That City Council: 10. Consider dedicated mill rate or utility rates as part of the 2027 Budget to fund the estimated annual principal and interest payments associated with the debt-financing of the Northwest Regional Wastewater Lift Station and Westerra Wastewater Lift Station;
DIVISION/DEPARTMENT:	Budget & Long-term Financial Planning/Budget & Long-term Financial Planning
Return Date:	2026-2027 Budget
COMMENT:	Return date: Q4 2026 (2027 Budget Deliberations)

REPORT #:	CR25-127(A)
DATE TABLED/REFERRED:	10/8/2025
SUBJECT:	Water & Property Tax Affordability Program
MOTION:	That City Council direct Administration to report back in one year to Executive Committee with a report on the Water and Property Tax Affordability Program, including the impact of changes outlined in this report
DIVISION/DEPARTMENT:	Assessment & Property Revenue Services/Assessment & Property Revenue Services
Return Date:	Q4 2026
COMMENT:	Return Date: Q4 2026

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REPORT #:	CM25-19(A6)(3)
DATE TABLED/REFERRED:	12/15/2025
SUBJECT:	2026 and 2027 Budget Deliberations
MOTION:	That City Council direct Administration to: 3. Prepare a report for the February 2026 Audit and Finance Committee meeting that includes the following information: a. the updated list of capital projects which have received City Council approval and the corresponding amount of debt borrowing that has been secured through a debt borrowing bylaw; b. the updated list of approved capital projects requiring debt that have not yet been funded; and c. an analysis of the debt room available within the current debt limit over the next five years, given expected timelines of approved capital projects; and
DIVISION/DEPARTMENT:	Treasury/Treasury
Return Date:	Q1 2026
COMMENT:	Return Date: Remove as resolved by item CM26-2 at March 25, 2026 City Council meeting. <i>Will appear as a request to be resolved in 2026 Review of Outstanding Items List report.</i>

REPORT #:	CM25-19(A6)(4)
DATE TABLED/REFERRED:	12/15/2025
SUBJECT:	2026 and 2027 Budget Deliberations
MOTION:	That City Council direct Administration to: 4. Report back to City Council in Q1 of 2026 on the following: a. information respecting available debt limit to be allocated towards the Central Library Renewal capital project; and b. recommendations to City Council with options to vote on Council approval or denial of debt allocation towards the Central Library Renewal Project.
DIVISION/DEPARTMENT:	Treasury/Treasury
Return Date:	Q1 2026
COMMENT:	Return Date: Remove as resolved by item CR26-16 at March 11, 2026 City Council meeting. <i>Will appear as resolved in 2026 Review of Outstanding Items List report.</i>

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as of December 31, 2025**

REPORT #:	CR24-33(2b)
DATE TABLED/REFERRED:	4/24/2024
SUBJECT:	Amendments to The Code of Ethics Bylaw 2017
MOTION:	That City Council: 2. Approve of the following process to conduct the review: a) Direct the City's internal Legal Division to work with Executive Committee in a series of workshops to review The Code of Ethics Bylaw with such a review to be based on the work already done in this report and Appendix A as an initial starting place; b) bring forward a report on the results of the workshops for review and consideration by City Council
DIVISION/DEPARTMENT:	Office of the City Solicitor/Office of the City Solicitor
Return Date:	TBD
COMMENT:	Return Date: Q2 2026

REPORT #:	CR25-19(2)
DATE TABLED/REFERRED:	3/5/2025
SUBJECT:	Road Renewal Program Update
MOTION:	That City Council: 2. Direct Administration to update policy direction and goals within the Transportation Master Plan with the goal of developing an accessible sidewalk plan to create routes for all citizens to access the city with reliability and ease utilizing both transit and sidewalks, notably: a. Addressing accessible and barrier free routes of travel; b. Examining sidewalk renewal outside of the context of road renewal; c. Identifying a prioritization matrix for selection of routes including but not limited to: transit access, seniors centers, group homes, event spaces, playgrounds, cultural spaces of interest, health centers, amenities etc.; d. Identifying measurable goals, milestones with timelines and proposed capital investments supported by a conceptual design estimation of cost; and e. Referencing the City of Regina accessibility standards and engaging with the accessibility advisory committee and other disability groups.
DIVISION/DEPARTMENT:	City Planning & Community Services
Return Date:	TBD
COMMENT:	Return Date: TBD

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REPORT #:	MN25-14(1a.)
DATE TABLED/REFERRED:	9/10/2025
SUBJECT:	Smart Investments for a Sustainable Regina
MOTION:	<p>That City Council direct Administration to:</p> <p>1. Advance implementation of the Energy & Sustainability Framework (ESF) through the following actions:</p> <p>a. Report back to City Council in Q3 of 2026 regarding the financial impacts of the removal of the carbon tax.</p> <p>b. New Initiatives Review and recommend additional tools to fund and accelerate sustainability efforts, including but not limited to:</p> <p>i. Updating Regina's stormwater utility fees, drawing on Saskatoon's example of a runoff-based charge for commercial properties. The updated structure should better reflect each property's impact on the stormwater system, support and incentivize infrastructure upgrades and green stormwater solutions, and align with the City's climate adaptation goals.</p> <p>ii. Developing targeted, time-limited tax exemptions for individuals and businesses that adopt clean technologies such as building retrofits, solar installations, and vehicle fleet electrification;</p> <p>iii. Reviewing and recommending adjustments to Regina's parking fine structure, with new revenues dedicated to the Transit Fleet Reserve.</p> <p>c. Community Advisory Group Establish a community advisory group, inclusive of residents, businesses, Indigenous leaders, and sustainability experts, to monitor the implementation of the Energy & Sustainability Framework and provide ongoing advice to Council on priorities, progress, and equity considerations.</p>
DIVISION/DEPARTMENT:	Strategy & Performance, Office of the City Manager
Return Date:	Q3 2026
COMMENT:	Return Date: Q3 2026



Amendments to The Code of Ethics Bylaw – Part 1

Date	May 20, 2026
To	Mayor Bachynski and City Councillors
From	Executive Committee
Service Area	Office of the City Solicitor
Item #	CR26-60

RECOMMENDATION

That City Council:

1. Approve the amendments to *Bylaw No. 2017-4*, being *The Code of Ethics Bylaw, 2017* that are outlined in Appendix A to come into effect on passage of the amending Bylaw;
2. Approve the inclusion of mandatory training for 2SLGBTQIAP+ and Accessibility Awareness for City Council members in section 14.2 of the amendments to *The Code of Ethics Bylaw*; and
3. Instruct the City Solicitor to prepare the necessary bylaw amendments to *Bylaw No. 2017-4* being *The Code of Ethics Bylaw, 2017* as outlined in Appendix A, to be brought forward to the meeting of City Council following approval of these recommendations by Council.

HISTORY

At its meeting on May 13, 2026, the Executive Committee considered in private session the attached report *E26-14 Amendments to The Code of Ethics Bylaw – Part 1* from the Office of the City Solicitor.

The Committee adopted a resolution to concur in the recommendations contained in the report with an amendment that mandatory training for 2SLGBTQIAP+ and Accessibility Awareness for City

Council members be included in section 14.2 of the amendments to *The Code of Ethics Bylaw*.

Respectfully submitted,

EXECUTIVE COMMITTEE



Amber Ackerman, Acting City Clerk 5/15/2026

ATTACHMENTS

E26-14 Amendments to The Code of Ethics Bylaw – Part 1
Appendix A -Proposed Changes to Ethics Bylaw



Amendments to The Code of Ethics Bylaw – Part 1

Date	May 13, 2026
To	Executive Committee
From	City Solicitor's Office
Service Area	Office of the City Solicitor
Item No.	E26-14

RECOMMENDATION

The Executive Committee recommends that City Council:

1. Approve the amendments to *Bylaw No. 2017-4*, being *The Code of Ethics Bylaw, 2017* that are outlined in Appendix A to come into effect on passage of the amending Bylaw; and
2. Instruct the City Solicitor to prepare the necessary bylaw amendments to *Bylaw No. 2017-4* being *The Code of Ethics Bylaw, 2017* as outlined in Appendix A, to be brought forward to the meeting of City Council following approval of these recommendations by Council.

ISSUE

As directed by City Council, Administration conducted a review of Bylaw No. 2017-4, *The Code of Ethics Bylaw, 2017* (“The Code of Ethics Bylaw” or “the Bylaw”) and conducted a jurisdictional review of other municipal code of ethics bylaws.

This report recommends updates to the Bylaw ensuring compliance with proposed changes to *The Cities Act*, training, policy compliance, conduct toward employees, and use of City resources. It also proposes changes to complaint handling, including informal processes, sharing anonymized complaints, timelines, and limits on complaints involving former members. Additional amendments clarify the Integrity Commissioner’s authority, ability to amend reports, and confidentiality requirements. Additional topics will be addressed in future reports.

IMPACTS

Financial Impact

Expanding *The Code of Ethics Bylaw* may increase the activities and duties required of the Integrity Commissioner and consequently may result in increased fees. The City Clerk's Office has an approved budget of \$50,000 per year to pay for Integrity Commissioner fees.

Legal Impact

In compliance with section 66.1 of *The Cities Act*, City Council has enacted *The Code of Ethics Bylaw* that includes the mandatory provisions set out in *The Cities Regulations*. City Council can include additional provisions to the mandatory provisions.

Policy Impact

A code of ethics or code of conduct sets out a shared set of expectations for Council member conduct in relation to elected colleagues, Administration and the public. Adding additional rules to *The Code of Ethics Bylaw* provides a more stringent ethics regime. It increases public confidence in the municipal level of government.

Strategic Priority Impact

While the recommendations of this report do not directly align with an individual principle or priority of the strategic plan, they do align with the pillar of Stewardship & Operations by strengthening City Council municipal leadership to ensure the effective implementation of the Strategic Plan.

Indigenous Impact

Adding mandatory Indigenous relations and anti-racism training to the Bylaw supports efforts towards Reconciliation and community well being.

There are no labour, inclusion, diversity, equity and accessibility or environmental impacts respecting this report.

OTHER OPTIONS

Option 1 (recommended): Approve the Bylaw amendments in Appendix A.

Option 2: Make changes to Appendix A as City Council sees fit.

Option 3: Status Quo – City Council is not required to have sections on the topics recommended so could choose not to include these sections, however, many other municipal code of ethics bylaws contain provisions in this area, or councils have separate policies in this area.

COMMUNICATIONS & ENGAGEMENT

The Code of Ethics Bylaw is posted on the City of Regina's website with all other bylaws and there is also information on the complaint process under the Integrity Commissioner portion of the City's website.

The previous and new Integrity Commissioner have been consulted and are supportive of these changes.

DISCUSSION

The proposed provisions were developed after reviewing codes of ethics from 20 municipalities across several provinces, including Saskatoon. Since that review, Alberta and Ontario have introduced legislative changes that will move them toward provincially standardized codes, and Alberta municipalities will no longer appoint their own integrity commissioners. Despite these changes, the municipal wording reviewed is still used in Appendix A because the new provincial standards have not yet been finalized. A general description of the proposed amendments on the various topics is provided below. More detail is provided in Appendix A.

Mandatory Training and Educational Sessions

Many of the codes of conduct in Western Canadian municipalities include a provision that requires Council members to attend mandatory training and educational sessions. The proposed changes include mandatory ethical conduct and conflict of interest training (including training on engaging with staff and residents), respectful behaviour and anti-harassment training, Indigenous relations (this would include historical and current analysis of government to Indigenous Peoples relationships including Indigenous worldview and ways of knowing and being) and anti-racism training, and access and privacy training. Recently, amendments to *The Cities Act* were proposed in Bill 43 that include a requirement for mandatory education. This proposed section is aligned with that requirement.

Compliance with Policies

Most codes require Council members to follow municipal bylaws and applicable Council and administrative policies. Including these policies in *The Code of Ethics Bylaw* ensures violations are handled under its process unless a more specific one applies. These policies cover security for City information, systems, and facilities, as members have authorized access. Three human resources policies mandated by *The Saskatchewan Employment Act*—Harassment, Respectful Workplace, and Violence—are included because member conduct affects employees. Amendments to *The Cities Act* contained in Bill 43 confirm harassment findings under *The Saskatchewan Employment Act* are Code violations, with investigations managed under the Code.

Conduct Respecting City Employees

All municipal codes reviewed have provisions to ensure respect for city employees and outline the council/staff roles, relationships and responsibilities. Generally, these codes include the following rules or limits:

- Council gives direction to employees as a group, not through individual members unless Council decides otherwise
- Members should work with employees through the City Manager
- Employees provide professional, impartial advice, and Council members must respect their role and not try to influence them improperly
- Members must not ask employees to do personal tasks or take part in political activities
- Members must not damage an employee's professional reputation
- Members must not publicly criticize or attack employees
- Members must not intimidate, threaten, or pressure employees in carrying out their duties.

Appropriate Use of City Assets and Services

All municipal codes reviewed contain limits on council member's use of municipal property, equipment, services, staff resources and supplies. Generally, these codes include the following rules or limits:

- Members can only use City property, equipment, services, staff time, and supplies for their official duties
- Members may use city assets that are generally available to the public on the same terms and conditions offered to the public
- Council issued electronic devices can be used for limited personal reasons, if the use is appropriate, not for personal gain, and follows all City policies.
- Members cannot receive any financial benefit from the City's intellectual property.

Informal Complaints

Currently *The Code of Ethics Bylaw* contemplates that the parties might use an informal complaint process to resolve a complaint. Appendix A contains some further provisions to explain these informal options.

Jurisdiction over Conduct at Council and Committee Meetings

Changes are proposed to clarify the role of the Integrity Commissioner in considering complaints about member conduct at committee and council meetings. Normally under council procedure bylaws, the chairperson has jurisdiction to deal with council member conduct at the meetings and so many integrity commissioners in Canada (including the City's Integrity Commissioner) have been reluctant to interfere and investigate in these cases unless specifically authorized by Council. The Integrity Commissioner, in her 2022 Annual Report suggested that City Council consider changes to the Bylaw that would allow the Integrity Commissioner to investigate complaints about behaviour at meetings.

Investigation Timelines

Another change recommended by the Integrity Commissioner relates to the timelines. The timelines for members and complainants to provide their responses to a complaint are tight as they require a response within 10 business days. The Integrity Commissioner recommends that they be provided with the discretion to extend these deadlines where needed if written notice is provided to the member and complainant.

Anonymized Copies of Complaints

Currently, the Integrity Commissioner can only give a Council member a copy of a complaint if an investigation is started. The Commissioner recommends allowing an anonymized copy to be shared even when no investigation is opened. This would let members know when a complaint has been submitted about them and help them understand how the Commissioner reviews and classifies complaints. The Commissioner also recommends having the discretion to share a non-anonymized copy if the complaint is frivolous, vexatious, or not made in good faith.

Time Limitation for Making Complaints and Prohibition on Complaints against Former Members

Currently, there is no deadline for filing complaints under *The Code of Ethics Bylaw*, so people can submit them years after the incident. This makes it harder to investigate. Appendix A proposes allowing the Integrity Commissioner to reject a complaint if the person knew, or should reasonably have known, about the issue more than a year before filing it.

In addition, Appendix A contains a new provision that would prohibit the Integrity Commissioner from investigating complaints where a complaint is made against a Council member and the complaint procedure overlaps with a municipal election and the Council member is not re-elected in that election.

Amendments to Investigation Report Provisions

The Integrity Commissioner recommends allowing updates to an investigation report after it is considered at the private Executive Committee meeting, so the report can reflect any new information shared there. The Commissioner also recommends clarifying that, when a complaint is dismissed, members cannot share the investigation report, except to say that the complaint was dismissed. If someone misrepresents the report—whether a complainant, media, City staff, or another member—the Commissioner may correct the record at the member's request.

Amendment to Confidentiality Section

A minor amendment is being made to the confidentiality section to clarify that every person who gets documents or information during an investigation or complaint must keep that information or documents confidential unless disclosure is allowed or required by the Bylaw or otherwise by law.

DECISION HISTORY & AUTHORITY

On January 30, 2017, City Council considered item *CR17-6 Implementation of Code of Ethics Bylaw* and approved *The Code of Ethics Bylaw*, which continues to guide Council member conduct.

On April 24, 2024, Council considered item *CR24-33 Amendments to the Code of Ethics Bylaw, 2017* and directed a review of the Bylaw, including a comparison with codes from other municipalities and a series of workshops with the Executive Committee, with a report to follow.

On July 17, 2024, City Council considered item *CR24-94 Amendments to The Code of Ethics Bylaw* related to Elections and Campaigning and approved election related changes to Bylaw 2017-4 which were approved on August 21, 2024.

Respectfully Submitted,



Jana Marie Odling,
Senior Legal Counsel

Respectfully Submitted,



Shannon Williams, K.C.
City Solicitor

Prepared by: Jana-Marie Odling, Legal Counsel

Appendix A – Possible Additions/Changes to *The Code of Ethics Bylaw – Part 1*

*** The proposed provisions were developed after reviewing codes of ethics from 20 municipalities across several provinces (British Columbia, Alberta, Manitoba and Ontario), including Saskatoon. Where Alberta municipalities are mentioned, the wording was prior to 2025. In May 2025, Alberta eliminated Alberta municipalities from enacting their own codes of conduct. Ontario has also recently introduced legislation that will eventually move to a uniform code of conduct (this hasn't been developed yet) that will replace the individual codes of conduct enacted by each Ontario municipality. The wording is still referred to below to show examples of the wording for these types of provisions. When the Bylaw amendments are brought forward it may be necessary to make numbering, formatting and definition changes.

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>MANDATORY TRAINING AND EDUCATIONAL SESSIONS</p> <p>14.2(1) Commencing with the general election in 2028, members shall attend the following training within 120 days after the general election:</p> <ul style="list-style-type: none"> (a) ethical conduct and conflict of interest training (including training on engaging with staff and residents); (b) respectful behaviour and anti-harassment training; (c) Indigenous relations and anti-racism training; (d) access and privacy training; and (e) any other training mandated by <i>The Cities Act</i> and <i>The Cities Regulations</i> or as otherwise mandated by the Government of Saskatchewan. 	<p>Saskatoon, Calgary, Edmonton, Lethbridge and Surrey have mandatory training and educational provisions.</p> <p>The wording is based on Saskatoon's bylaw but contains more types of training and has been adjusted to reflect anticipated amendments to <i>The Cities Act</i>. Currently, the City does not know what topics will be included in the mandatory training as the Regulations for this have not been developed yet.</p> <p>Further training topics may be added, removed, or substituted. Although some training is not yet mandatory for the current Council, Administration may still offer sessions.</p>	<p>This requirement ensures that Council members are attending the training provided to them to ensure they are informed of their governance and legislative requirements.</p> <p>The Integrity Commissioner recommended adding training on engaging with staff and residents to the training in clause (a). This training would explore the information captured in sections 14.4 (conduct respecting employees) and 14.5 (appropriate use of City assets and services).</p> <p>The training on Indigenous Relations would include historical and current analysis of government to Indigenous Peoples relationships including Indigenous worldview and ways of knowing and being.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(2) Council may by resolution extend the deadline for the training mentioned in subsection (1) by a further 60 days.</p> <p>(3) Notwithstanding subsections (1) and (2), where the training set out in subsection (1) is required pursuant to <i>The Cities Act</i>, <i>The Cities Regulations</i> or as otherwise mandated by the Government of Saskatchewan, Council members are required to attend the training by the dates outlined in that legislation or as outlined by the Government of Saskatchewan.</p>		
<p>COMPLIANCE WITH BYLAWS AND POLICIES</p> <p>14.3(1) Members shall comply with all City Bylaws as amended and replaced from time to time.</p> <p>(2) Members shall comply with all City policies, as amended and replaced from time to time, including but not limited to:</p> <ul style="list-style-type: none"> (a) Regina’s Council Support Policy (1998-01-OCC); (b) Elected Official Travel Policy (2017-01-OCC); (c) Artificial Intelligence (AI) Acceptable Use Policy (2025-07-CS) as an authorized user; (d) Anti-Malware Policy (2024-01-CS) as an authorized user; (e) Corporate Facilities Security Policy (302-FAC-12) and Identification Cards, Access Control and Visitor Management Protocol (015-FMS-14) as a person granted access to City facilities; 	<p>Most codes reviewed require Council members to comply with municipal bylaws and applicable Council-approved or administrative policies. Including these policies in <i>The Code of Ethics Bylaw</i> ensures that violations are investigated under its processes unless a more specific enforcement process applies. These policies are necessary because Council members are in contact with City employees and have access to City information, technology, and facilities, requiring security measures.</p> <p>Three human resources policies mandated by <i>The Saskatchewan Employment Act</i>—Harassment, Respectful Workplace, and Violence—are also included, as member conduct can affect employees. Recent proposed amendments to <i>The Cities Act</i> state that harassment findings under <i>The Saskatchewan Employment Act</i> constitute a Code of Ethics violation, reinforcing that these policies govern Council members’ interactions with employees, with investigations handled under the Code. These three human resources policies will be updated to indicate that where a Council member is alleged to have violated the policy that the processes in <i>The Code of Ethics Bylaw</i> shall be used to investigate and enforce the policy as it relates to Council members.</p>	<p>Including these provisions broadens the Code’s jurisdiction, which is necessary because corporate policies are designed for employees and rely on enforcement by senior management—who have no authority over Council members. As a result, these policies must be enforced through <i>The Code of Ethics Bylaw</i>. Where a policy includes its own enforcement process, the Integrity Commissioner may choose that process if more appropriate, but will still conduct the investigation and provide recommendations.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<ul style="list-style-type: none"> (f) Corporate Information Security Policy (2024-02-CS) as an authorized user; (g) Database Access and Integration Policy (2021-01-CS) as an authorized user; (h) Email Acceptable Use Policy (EAU-001) as an authorized user; (i) Cybersecurity Incident Management Policy (2024-03-CS) as an authorized user; (j) Harassment Policy where a member is accused of harassing City employees; (k) Information Security Vulnerability Management Policy (2024-07-CS) as an authorized user; (l) Internet Acceptable Use Policy (IAU-001) as an authorized user; (m) Remote Access Policy (2025-01-CS) as an authorized user; (n) Respectful Workplace Policy (109-HR-15) where a member is accused of engaging in disrespectful behaviour towards City employees; (o) Service Animals Policy (2025-06-CPCS) as a user of a City facility; (p) Violence Policy (111-HR-15) where a member is accused of engaging in violent or threatening behaviour towards City employees; (q) Office 365 Naming and Usage Guidelines (0365-001); (r) Passwords Policy (2024-05-CS); (s) Scent Sensitive Workplace Policy as a user of City facilities(118-HR-15); (t) Indigenous Engagement Policy (2024-12-CM); 		

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(u) Mobile Device Policy (2026-01-CS) as an authorized user;</p> <p>(v) Corporate Mobile Device Buyout and Phone Number Transfer Policy (2026-02-CS) as an authorized user;</p> <p>(w) any other policies approved by Council.</p> <p>(3) Where there is an allegation that a member has violated a City policy, the processes in this Bylaw shall be used to investigate and enforce the policy unless another specific process for enforcement is outlined in the policy and the Integrity Commissioner determines, in their sole discretion, that the more specific process would be more appropriate for addressing the violation. Regardless of the enforcement process selected by the Integrity Commissioner, the Integrity Commissioner will conduct the investigation or inquiry and make recommendations regarding enforcement.</p> <p>Consequential changes would also need to be made to clause 21(3)(c) which deals with the initial classification of the complaint to ensure consistency with this section.</p> <p>Clause 21(3)(c) would be reworded as follows:</p> <p>(c) if the complaint is with respect to non-compliance with a more specific policy with a separate complaint procedure, the Integrity Commissioner shall determine the process that will be used in accordance with section 14.3 and the complainant shall be advised of that process;</p>		
CONDUCT RESPECTING EMPLOYEES	All municipal codes reviewed have provisions to ensure respect for City employees and outline the council/staff roles, relationship and	The relationship between a municipal council and its professional public service is critical to the overall success of

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>14.4 (1) Only Council as a whole and no single member, has the authority to direct employees, approve budgets, policy, and other such matters, unless specifically authorized by Council.</p> <p>(2) Under the direction of the City Manager, City employees serve the Council as a whole, and the combined interests of all members as evidenced through the decisions of Council.</p> <p>(3) A member shall obtain all necessary information about the operations and administration of the City from the City Manager using processes established by the City Manager.</p> <p>(4) Members shall respect that City employees work for the City as a corporate body and are charged with making recommendations that reflect their professional expertise and a corporate perspective, and members shall respect the role of City employees to provide neutral and objective information without undue influence and interference.</p> <p>(5) A member shall not request City employees to undertake personal or private work on behalf of the member or accept such work from City employees.</p> <p>(6) A member shall not demand City employees to engage in partisan or political activities at any level of government or subject any City employees to reprisal for a refusal to engage in such activities. A member shall not subject any City employees to reprisal for any engagement in partisan or political activities, at any</p>	<p>responsibilities. The wording provided is similar to a number of codes reviewed.</p> <p>The wording of subsections (1) and (2) come from Kitchener, Ottawa, Sudbury and Toronto but the concept is used in a number of codes.</p> <p>The wording of subsections (3), part of (4), (5) and (6) have been taken from Saskatoon’s Bylaw although the following codes also have similar wording: Hamilton, Kitchener, London, Mississauga, Ottawa, Sudbury, Toronto, Vancouver, Windsor, Winnipeg.</p> <p>Subsection (7) has been taken from Hamilton, Kitchener, Mississauga, Ottawa, Sudbury, Toronto, Windsor, Winnipeg. London’s code also has a similar wording.</p> <p>Subsection (8) has been taken and adapted from Abbotsford and Richmond’s codes.</p> <p>Subsection (9) is similar to section 53 of Saskatoon’s bylaw which deals with improper use of influence relating to employees.</p>	<p>the municipality. This relationship can be negatively affected where employees are being directed by individual Council members instead of the City Manager who has the authority to supervise employees. These rules reiterate that Council members should deal with the City Manager instead of directly dealing with City employees and that Council only makes decisions as a whole body; individual Council members do not have any authority or decision-making powers. This ensures that City employees provide advice based on political neutrality and objectivity without undue influence or reprisal from any individual Council member or faction of Council. Accordingly, no member shall maliciously or falsely injure the professional or ethical reputation, or the prospects or practice of employees, and all members shall show respect for the professional capacities of employees.</p> <p>The rule against asking City employees to undertake personal or private work on behalf of a member ensures that City employee resources are only being used for the business of the City. This does not prohibit a member from asking City employees to perform personal tasks that are connected to the member’s discharge of their office. This would include, for example, asking employees to make appointments and to manage the member’s calendar.</p> <p>Further, Council members are restricted from making public statements that would attack or disparage City employees as they have no ability to respond to public criticisms made of them in a public forum. If a Council member has feedback with how City employees have performed their duties, that feedback should be given privately to the City Manager.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>level of government, which is done in their personal capacity.</p> <p>(7) No member shall maliciously, falsely, negligently, recklessly, or otherwise improperly, injure the professional or ethical reputation, or the prospects or practice, of any one or more City employees.</p> <p>(8) Members shall not make public statements attacking or disparaging employees.</p> <p>(9) No member shall use, or attempt to use, the member's authority or influence for the purpose of intimidating, threatening, coercing, or otherwise improperly influencing any City employee with the intent of directing or interfering with that employee's duties, including the duty to disclose improper activity.</p>		
<p>APPROPRIATE USE OF CITY ASSETS AND SERVICES</p> <p>14.5(1) A member shall not use, or permit the use of City land, facilities, equipment, supplies, services, employees or other resources, including City-owned materials, websites or council member budgets for activities other than the business of the City.</p> <p>(2) A member may use City assets and facilities that are generally available to the public on the same terms and conditions offered to the public, including complying with any rules related to those assets and facilities, booking procedures and paying applicable fees.</p>	<p>All municipalities reviewed have provisions in their codes that deal with appropriate use of City assets and services, and most codes have similar wording. The specific wording has been taken from Saskatoon's code but has been altered in subsection (1) to specifically include City owned materials, websites and Council member budgets in addition to the other items listed. A slight wording change was also made to subsection (2) to include facilities and state that members are required to comply with all rules applicable to those assets and facilities.</p>	<p>Members by virtue of their position have access to a wide variety of property, equipment, services and supplies to assist them in the conduct of their City duties as public officials. Members should not use such property for any purpose other than carrying out their official duties.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(3) A member may use communication facilities, such as computers, telephones, email, and mobile devices, provided by the City for personal use provided that such use is not offensive or inappropriate, or would not cause harm to any person.</p> <p>(4) A member shall comply with all information security procedures applicable to City employees and shall not take any actions that may compromise the integrity or security of the City's information systems.</p> <p>(5) A member shall not attempt to obtain financial gain from any of the City's intellectual property and acknowledges that the City's intellectual property is owned by the municipal corporation.</p> <p>(6) A member shall maintain their constituency and City records in accordance with City policies and applicable laws.</p> <p>(7) Immediately prior to the end of their term of office, members shall return City assets, including City records, to the City Manager.</p>		
<p>CHANGES TO SECTIONS DEALING WITH INFORMAL COMPLAINTS</p> <p>Informal complaint 19(1) Any person who has identified or witnessed conduct by a member that the person believes is in contravention of this Bylaw may address the conduct by:</p> <p>(a) advising the member that the conduct violates the Bylaw or appears to violate the Bylaw;</p>	<p>Previous Integrity Commissioners have made some suggestions for changes to the section dealing with informal complaints. The existing section 19 allows a complainant and member to address violations of the Bylaw informally if they wish to. It is recommended that some further provisions be added to this to explain what some of these informal options could include and to allow the Integrity Commissioner to assist with this.</p> <p>Allowing for an informal resolution of a complaint is common in many jurisdictions.</p>	<p>The previous Integrity Commissioner had made suggestions that the informal complaint provision in the Bylaw be expanded to indicate what informal processes may be used and allow the Integrity Commissioner to assist with this.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(b) encouraging the member to acknowledge and agree to stop the prohibited behaviour or activity and to avoid future occurrences of the prohibited behaviour or activity;</p> <p>(c) requesting the Integrity Commissioner to assist in informal resolution of the alleged complaint with the member in an attempt to resolve the issue.</p> <p>(2) Where a person makes a request pursuant to clause (1)(c), the Integrity Commissioner will assess the suitability of the complaint for informal resolution and may consider culturally appropriate, or transformative or restorative justice approaches including mediation to resolve the matter.</p> <p>(2.1) On the Integrity Commissioner’s own initiative, they may encourage and assist the parties in an informal resolution of the complaint if the parties agree.</p> <p>(3) If at any point the Integrity Commissioner decides the complaint is unsuitable for informal resolution the Integrity Commissioner can decline to assist.</p> <p>(4) The complainant or the member can decline to participate in an informal resolution at any time.</p> <p>(5) Using an informal complaint resolution process is not a precondition or a prerequisite to pursuing the formal complaint process outlined in this Bylaw.</p>		

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>CHANGE TO SECTION DEALING WITH COMPLAINT CLASSIFICATION</p> <p>Changes to clarify role of Integrity Commissioner in considering complaints about member conduct at Committee and Council meetings - The existing section 21 requires the Integrity Commissioner to classify a complaint and to refer it to another process or forum where that process or forum would be more appropriate for addressing the complaint. It is proposed that a new subsection 21(4) be added to clarify that the Integrity Commissioner has jurisdiction to consider member conduct at a committee or Council meeting that would normally fall under <i>The Procedure Bylaw</i> where the conduct involves a violation of the Bylaw.</p> <p>(4) The Integrity Commissioner’s jurisdiction includes the authority to assess, investigate and otherwise deal with complaints related to the conduct of a member at a meeting of Council or a Council committee.</p>	<p>There may be overlap between the Integrity Commissioner’s jurisdiction and the chairperson’s authority when conduct occurs during a Council or committee meeting. These provisions do not replace the chairperson’s role. Procedural concerns arising during a meeting should first be raised with the chairperson. However, this section clarifies that the Integrity Commissioner may still assess and investigate conduct at meetings where it relates to a Code violation. Although uncommon in other jurisdictions, some Ontario Integrity Commissioners have recommended adding such clarification. Saskatoon’s Code includes similar wording, granting its Integrity Commissioner authority to address conduct at Council and committee meetings, and the proposed section mirrors that approach.</p>	<p>Normally, under procedure bylaws, the chairperson is responsible for addressing member conduct during Council and committee meetings, and integrity commissioners have generally avoided becoming involved unless expressly authorized by Council. The Integrity Commissioner’s 2022 Annual Report recommended clarifying that the Commissioner may investigate meeting-related conduct when it may constitute a Code violation. The Commissioner noted that some misconduct may not be visible to the chair and may only be known to affected members of the public or employees, making a post-meeting complaint mechanism necessary.</p> <p>The 2022 Report also emphasized that accountability for conduct at meetings should continue after the meeting ends. Even in situations where misconduct is apparent at the meeting and dealt with by the chair or another member stopping the misconduct, accountability means the member should be held responsible for the conduct under the Code.</p>
<p>COMPLAINT PROCESS</p> <p>Change to allow the Integrity Commissioner to send an anonymized copy of the complaint to the member involved even if complaint is not being investigated – the existing provisions do not include a requirement for the Integrity Commissioner to provide a copy of a complaint to the respondent member of Council unless the complaint is being investigated. A provision is being proposed that would allow the Integrity Commissioner, at their discretion, to provide an anonymized copy of the complaint to the member.</p>	<p>Saskatoon’s Bylaw includes a provision which would allow the Integrity Commissioner, at their discretion, to provide an anonymized copy of a complaint to the member, even where the Integrity Commissioner has decided that the complaint will not be investigated (it is dismissed at intake).</p>	<p>This change is being proposed as it was recommended by the Integrity Commissioner in the Commissioner’s 2022 Annual Report. The Commissioner recommended this change for two reasons. Firstly, members should be made aware when a person has taken the time to submit a complaint about that member, even if a full investigation is not being undertaken. There is still a learning opportunity for members and possibly an opportunity to correct behaviour to prevent future complaints, even when no investigation is conducted. Secondly, it could be useful for members to see how the Integrity Commissioner is interpreting and applying the intake process and the initial complaint classification process in the Code.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>The wording of the proposed provision is as follows:</p> <p>21(5) Where a complaint is not going to proceed to an investigation for jurisdictional reasons or otherwise, the Integrity Commissioner or, in the case of section 16, the City Solicitor and City Clerk, may, at their discretion, provide an anonymized copy of the complaint to the member whose conduct is the subject matter of the complaint.</p> <p>(6) Notwithstanding subsection (5), where the Integrity Commissioner finds that a complaint is frivolous, vexatious, or not made in good faith, the Integrity Commissioner has the discretion to provide a de-anonymized copy of the complaint to the member whose conduct is the subject matter of the complaint.</p>		<p>In addition to this change the current Integrity Commissioner recommended that a provision be added to provide discretion to the Integrity Commissioner to provide the accused member with a copy of a complaint that is not anonymized if the complaint is frivolous, vexatious, or not made in good faith. This would ensure the member is aware of baseless complaints if they are being targeted.</p>
<p>DISCRETION FOR INTEGRITY COMMISSIONER TO REFUSE TO INVESTIGATE WHERE COMPLAINT IS OVER A YEAR OLD AND RESTRICTION ON COMPLAINTS AGAINST FORMER MEMBERS</p> <p>21.1(1)The Integrity Commissioner may refuse to investigate or cease to investigate a complaint if it relates to an act or omission of which the complainant had knowledge or with reasonable diligence, could have had knowledge of for more than a year before the complaint is received by the Integrity Commissioner.</p> <p>(2) In making a decision as to subsection (1), the Integrity Commissioner may consider the following:</p>	<p>Nine of the cities canvassed have limitation periods for filing complaints. The timeframe for these limitation periods varies. Saskatoon does not have a time limit.</p> <p>It is proposed that a provision similar to the provision in <i>The Ombudsman Act, 2012</i> be used so that the Integrity Commissioner would have discretion to refuse to investigate a complaint if it relates to an act or omission of which the complainant had knowledge for more than a year before the complaint is received. Factors the Integrity Commissioner would consider when making this decision would be whether the delay was incurred in good faith, whether there is a public interest in conducting the investigation and whether substantial prejudice would result.</p> <p>The provision that delays an investigation received after August 1st in an election year would be continued. A new provision requiring the Integrity Commissioner to close any complaint against a member where a complaint is made against a member and the complaint</p>	<p>The Integrity Commissioner has made some suggestions for possible changes to the Bylaw. One change is to allow the discretion for the Integrity Commissioner to refuse to investigate a complaint if it relates to an act or omission of which the complainant had knowledge for more than a year before the complaint is received. Factors the Integrity Commissioner would consider when making this decision would be whether the delay was incurred in good faith, whether there is a public interest in conducting the investigation and whether substantial prejudice would result. The reason for this change is that when there has been a delay it makes it more difficult to investigate and respond to the allegations.</p> <p>Another change is to require the Integrity Commissioner to close a complaint against a member where the complaint comes in and the member is not re-elected before the complaint is dealt with. The rationale for this is that it would</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(a) whether the delay was incurred in good faith;</p> <p>(b) if it is in the public interest to conduct an investigation; and</p> <p>(c) whether substantial prejudice would result to any person because of the delay.</p> <p>(3) An investigation of a complaint received on or after August 1 in any municipal election year, shall be deferred until after the inaugural meeting of the new Council and until then, shall be kept confidential.</p> <p>(4) Where a complaint is made against a member and the complaint procedure overlaps with a municipal election and the member is not re-elected in that election, the Integrity Commissioner must notify the complainant and the former member in writing that the Integrity Commissioner is closing the complaint on this basis and then the Commissioner shall close the complaint.</p>	<p>procedure overlaps with a municipal election and the member is not re-elected would be added.</p> <p>If Council decided to include conflicts of interest as an item to be investigated by the Integrity Commissioner under <i>The Code of Ethics Bylaw</i> (this will be considered in a later report on amendments to the Code) then the time limit for accepting complaints related to conflicts of interest would need to coincide with the three year time limit in <i>The Cities Act</i> for those types of complaints.</p>	<p>not be feasible to pay the expenses for an investigation of someone who is no longer a Council member and it would not be possible to impose any sanctions on a person that is no longer a Council member.</p>
<p>CHANGE TO SECTION DEALING WITH THE COMPLAINT INVESTIGATION PROCESSES</p> <p>Changes to timelines - The existing subsection 23(2) requires that a member respond to a complaint within 10 business days and then that the complainant has 10 business days to reply to the member’s response. It is recommended that an additional subsection be added to provide the Integrity Commissioner with the discretion to extend these timelines where needed. A new subsection (2.1) is proposed.</p>	<p>There was no jurisdictional review done with respect to these changes as the previous Integrity Commissioner made some suggestions for changes to the investigation and reporting processes.</p> <p>The timelines for members and complainants to provide their responses are tight as they require a response within 10 business days. It is recommended that the Integrity Commissioner be provided the discretion to extend these deadlines where needed as long as written notice is provided to the member and complainant.</p>	<p>The Integrity Commissioner has provided some comments on proposed changes to the investigation and reporting processes.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(2.1) The Integrity Commissioner may extend the deadlines outlined in subsection (2) by providing written notice to the member and the complainant.</p> <p>Investigation Report – A change is recommended to ensure that it is clear that where complaints are dismissed that members are prohibited from disclosing the investigation report.</p> <p>New subsections 24(3.1) and (3.2) would be added as follows:</p> <p>(3.1) A member shall not release or disclose an investigation report of a complaint that has been dismissed except as required by law.</p> <p>(3.2) Notwithstanding subsection (3.1), a member that is the subject of a complaint that is dismissed may disclose as a fact that the complaint was dismissed as unfounded and, upon request of the member, the Integrity Commissioner may correct the record if the complainant, media, City employees or a member misrepresents the report.</p>	<p>In order to ensure clarity with respect to the secrecy of investigation reports where a complaint has been dismissed, a new section has been added to state that members are prohibited from releasing or disclosing an investigation report from a complaint that has been dismissed except as required by law. There is an exception to this that would allow a member to disclose the fact that a complaint made about them has been dismissed. On request of a member, the Integrity Commissioner may correct the record if the complainant, media, City employees or a member misrepresents the report.</p>	
<p>ABILITY OF INTEGRITY COMMISSIONER TO AMEND REPORT AFTER THE PRIVATE EXECUTIVE COMMITTEE MEETING</p> <p>The new wording proposed is as follows:</p> <p>24(2) Where the Integrity Commissioner determines that there has been a violation of this Bylaw and the complaint is substantiated in whole or in part, the Integrity Commissioner shall report to the Council the</p>	<p>A further subsection is being added to section 24 to expressly state that the investigation report will be considered in private Executive Committee first. This reflects what is being done but would just formally set it out in the Bylaw. In addition, a subsection is being proposed to allow the Integrity Commissioner to amend the investigation report after consideration of the matter by Executive Committee to reflect any new or further information learned during the private meeting.</p> <p>It is common for code of ethics violations to be considered in camera prior to the formal council meeting. This change would make the</p>	<p>This change is in Saskatoon’s Bylaw. This clarifies that representations and responses by parties at the private Executive Committee may be considered by the Integrity Commissioner in the final reporting to Council. This provision permits the Integrity Commissioner, in their discretion, to change their report before final reporting to City Council to account for information relayed during the private Executive Committee meeting.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>findings, the terms of settlement or recommended censure, sanctions or corrective actions.</p> <p>(2.1) The report mentioned in subsection (2) will first be considered in a private in camera session by the Executive Committee.</p> <p>(2.2) A report to Council pursuant to subsection (2) may be amended at the discretion of the Integrity Commissioner after consideration of the matter by the Executive Committee, in camera, to reflect any new or further information learned during the in camera meeting.</p>	<p>wording of the provisions the same as the wording of Saskatoon’s bylaw provisions.</p>	
<p>AMENDMENT TO CONFIDENTIALITY SECTION</p> <p>Subsection 27(2) requires that the Integrity Commissioner and every person acting under the Commissioner’s instructions preserve secrecy with respect to complaints. This provision is not as clear as it could be as there may be situations where the Integrity Commissioner is not providing instructions. The new wording is not reliant on the Integrity Commissioner providing instructions that something is confidential. The proposed wording is as follows:</p> <p>27(2) The Integrity Commissioner and every person who receives information or documents in the course of an investigation or complaint under this Bylaw shall preserve secrecy with respect to the information and documents except as allowed or required to be disclosed by this Bylaw or otherwise required by law.</p>	<p>No specific jurisdictional review was done on this section. Subsection 27(2) is being amended to clarify that every person who gets documents or information in the course of an investigation or complaint must keep that information or documents confidential except as allowed or required to be disclosed by this Bylaw or otherwise required by law.</p>	<p>This change is being proposed to ensure that there is no gap in which someone may be able to disclose information related to these complaints. This section is being re-worded to be clear that everyone who gets information in the context of a complaint must maintain secrecy unless disclosure is allowed or required by the Bylaw or otherwise by law.</p>



Code of Ethics Bylaw Amendments Report No. 2

Date	May 20, 2026
To	Mayor Bachynski and City Councillors
From	Executive Committee
Service Area	Office of the City Solicitor
Item #	CR26-61

RECOMMENDATION

That City Council:

1. Approve the amendments to *Bylaw No. 2017-4*, being *The Code of Ethics Bylaw, 2017* consistent with and substantially in the form as outlined in Appendix A to come into effect on passage of the amending Bylaw;
2. Instruct the City Solicitor to prepare the necessary bylaw amendments to *Bylaw No. 2017-4* being *The Code of Ethics Bylaw, 2017* substantially in the form outlined in Appendix A, to be brought forward to a future meeting of City Council following approval of these recommendations by Council; and
3. Delegate authority to the City Solicitor to negotiate and approve any required amendments to the City's current agreement with the Integrity Commissioner to include conflicts of interest if that change is approved.

HISTORY

At its meeting on May 13, 2026, the Executive Committee considered in private session the attached report *E26-20 Code of Ethics Bylaw Amendments Report No. 2* from the Office of the City Solicitor.

The Committee adopted a resolution to concur in the recommendations contained in the report.

Respectfully submitted,

EXECUTIVE COMMITTEE



Amber Ackerman, Acting City Clerk 5/15/2026

ATTACHMENTS

E26-20 Code of Ethics Bylaw Amendments Report No. 2
Appendix A - Possible Changes and Additions Final



Code of Ethics Bylaw Amendments Report No. 2

Date	May 13, 2026
To	Executive Committee
From	City Solicitor's Office
Service Area	Office of the City Solicitor
Item No.	E26-20

RECOMMENDATION

The Executive Committee recommends that City Council:

1. Approve the amendments to *Bylaw No. 2017-4*, being *The Code of Ethics Bylaw, 2017* consistent with and substantially in the form as outlined in Appendix A to come into effect on passage of the amending Bylaw;
2. Instruct the City Solicitor to prepare the necessary bylaw amendments to *Bylaw No. 2017-4* being *The Code of Ethics Bylaw, 2017* substantially in the form outlined in Appendix A, to be brought forward to a future meeting of City Council following approval of these recommendations by Council; and
3. Delegate authority to the City Solicitor to negotiate and approve any required amendments to the City's current agreement with the Integrity Commissioner to include conflicts of interest if that change is approved.

ISSUE

This report responds to City Council's direction to bring forward possible amendments to update Bylaw 2017-4, *The Code of Ethics Bylaw, 2017* (*The Code of Ethics Bylaw* or *Code*) that applies to Council members.

This report recommends updates to the Bylaw covering conflicts of interest, confidential information, communications with the public and the media, gifts and benefits, support for charities, and employment of relatives.

IMPACTS

Financial Impact

Expanding *The Code of Ethics Bylaw* may increase the activities and duties required of the Integrity Commissioner and consequently may result in increased fees. The City Clerk's Office has an approved budget of \$50,000 per year to pay for Integrity Commissioner fees.

Legal Impact

In compliance with section 66.1 of *The Cities Act*, City Council has enacted *The Code of Ethics Bylaw* that includes the mandatory provisions set out in *The Cities Regulations*. City Council can include additional provisions to the mandatory provisions.

Policy Impact

A code of ethics or code of conduct sets out a shared set of expectations for Council member conduct in relation to elected colleagues, Administration and the public. Adding additional rules to *The Code of Ethics Bylaw* provides a more stringent ethics regime. It increases public confidence in the municipal level of government.

Strategic Priority Impact

While the recommendations of this report do not directly align with an individual principle or priority of the strategic plan, they do align with the pillar of Stewardship & Operations by strengthening City Council municipal leadership to ensure the effective implementation of the Strategic Plan.

There are no labour, environmental, Indigenous, inclusion, diversity, equity and accessibility or environmental impacts respecting this report.

OTHER OPTIONS

Option 1 (recommended): Approve the Bylaw amendments in Appendix A.

Option 2: Make changes to Appendix A as City Council sees fit.

Option 3: Status Quo – City Council is not required to have sections on the topics recommended so could choose not to include these sections, however, many other municipal code of ethics bylaws contain provisions in this area, or councils have separate policies in this area.

COMMUNICATIONS & ENGAGEMENT

The Code of Ethics Bylaw is posted on the City of Regina's website with all other bylaws and there is also information on the complaint process under the Integrity Commissioner portion of the City's website.

The previous and new Integrity Commissioner have been consulted and are supportive of these changes.

DISCUSSION

The proposed provisions were developed after reviewing codes of ethics from 20 municipalities across several provinces, including Saskatoon. Since that review, Alberta and Ontario have introduced legislative changes that will move them toward provincially standardized codes, and Alberta municipalities will no longer appoint their own integrity commissioners. Despite these changes, the municipal wording reviewed is still used in Appendix A because the new provincial standards have not yet been finalized. A general description of the proposed amendments on the various topics is provided below. More detail is provided in Appendix A.

Application of Code to Conflicts of Interest

Currently, the Integrity Commissioner does not investigate or provide recommendations relating to violations of the conflict of interest provisions of *The Cities Act* (sections 114-119) as these are specifically excluded from *The Code of Ethics Bylaw*. The reason for this is that the Saskatchewan Ombudsman was given specific authority to investigate these violations (s.14(2)(b) of *The Ombudsman Act, 2012*) and has broad legislated investigative powers to compel witnesses and compel the provision of information.

Changes to *The Cities Act* in late 2020 provided councils with the authority to declare a member's seat vacant where the person has violated section 121 of *The Cities Act* (which includes the conflicts of interest provisions) and has not resigned their seat. Now that Council has this authority to vacate a member's seat, Council may wish to reconsider whether *The Code of Ethics Bylaw* and the complaint process that uses the Integrity Commissioner should be expanded to include taking and investigating complaints relating to conflicts of interest. Current training materials offered by the Province around municipal conflicts of interest suggests the Province expects municipal councils to deal with conflicts of interest through their respective code of ethics bylaws.

If the Code was expanded to include conflicts of interest then the City would need to secure changes to the current Integrity Commissioner's contract to include this. The current Commissioner

has indicated that she is willing to take on this work. The current Integrity Commissioner does provide these services in Saskatoon.

Confidential Information

There are already provisions in *The Code of Ethics Bylaw* relating to confidential information as they are required in the mandatory rules from *The Cities Regulations*. In summary, the current provisions prohibit members from disclosing confidential information acquired by virtue of their office unless authorized, prohibit members from taking advantage of non-public information obtained in the course of their duties and require that members comply with *The Local Authority Freedom of Information and Protection of Privacy Act*. Amendments are proposed that would provide additional detail with respect to confidential information. While covered under the existing general provisions, a specific section prohibiting Council members from disclosing matters discussed at a private Council or committee meeting has been included as it is common in other jurisdictions and it is desirable to specifically draw Council members' attention to this as it is a common complaint in other jurisdictions.

Communications with the Public and Media Relations

In most municipal codes, there are provisions relating to public communication by council members, including communications with the media and social media. Most of these jurisdictions have similar provisions that:

- limit council members from communicating on behalf of the city unless authorized
- require council members to ensure their communications reflect the facts of council's decisions and are accurate and not misleading
- ensure that all communications issued by, or on behalf of the member, including in social media, are respectful and do not discriminate, harass, defame, or demonstrate disrespect toward any person.

Gifts and Benefits

All jurisdictions canvassed have provisions on gifts and benefits. All jurisdictions include a general prohibition on members accepting gifts or benefits connected directly or indirectly to the performance of their duties unless the gift falls within a list of specified exceptions (protocol gifts, event attendance, small tokens, etc.). There are also further rules imposing disclosure requirements for gifts or benefits that exceed a certain monetary value. Appendix A includes wording that the monetary threshold for requiring disclosure of permitted gifts be \$100 so that it is the same as Saskatoon.

Support for Charities

Members of council often support charitable causes and in so doing, there is a need for transparency respecting the member's involvement. Appendix A includes some wording from Saskatoon's code. These provisions are not as common in other jurisdictions.

Employment of Relatives

Specific provisions relating to the employment of a member's relative are not as common in the codes that were canvassed. Some municipalities have separate policies on this or in some cases the more general provisions that prohibit the member from using his or her influence would apply to the employment of the member's relatives. The wording in appendix A includes a provision which limits a Council member's involvement in any employment-related decisions that relate to the member's relatives.

DECISION HISTORY & AUTHORITY

On January 30, 2017, City Council considered item *CR17-6 Implementation of Code of Ethics Bylaw* and approved *The Code of Ethics Bylaw*, which continues to guide Council member conduct.

On April 24, 2024, Council considered item *CR24-33 Amendments to the Code of Ethics Bylaw, 2017* and directed a review of the Bylaw, including a comparison with codes from other municipalities and a series of workshops with the Executive Committee, with a report to follow.

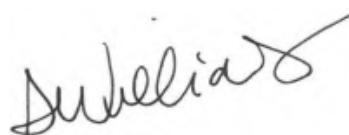
On July 17, 2024, City Council considered item *CR24-94 Amendments to The Code of Ethics Bylaw* related to Elections and Campaigning and approved election related changes to Bylaw 2017-4 which were approved on August 21, 2024.

Respectfully Submitted,



Jana Marie Odling,
Senior Legal Counsel

Respectfully Submitted,



Shannon Williams, K.C.
City Solicitor

Prepared by: Jana Odling, Senior Legal Counsel

ATTACHMENTS: Appendix A Possible Changes and Additions Final

Appendix A – Possible Additions/Changes to *The Code of Ethics Bylaw*

*** The proposed provisions were developed after reviewing codes of ethics from 20 municipalities across several provinces (British Columbia, Alberta, Manitoba and Ontario), including Saskatoon. Where Alberta municipalities are mentioned, the wording was prior to 2025. In May 2025, Alberta eliminated Alberta municipalities from enacting their own codes of conduct. The wording is still referred to below to show examples of the wording for these types of provisions. Ontario has also recently introduced legislation that will eventually move to a uniform code of conduct (this hasn't been developed yet) that will replace the individual codes of conduct enacted by each Ontario municipality. The wording is still referred to below to show examples of the wording for these types of provisions. When the Bylaw amendments are brought forward it may be necessary to make numbering, formatting and definition changes.

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>APPLICATION OF CODE – CONFLICT OF INTEREST</p> <p>Some changes would be made to subsections 4(1) and (2) to specifically state that members are required to comply with all obligations imposed by statute and that this Bylaw applies to conflicts of interest in particular. The addition of conflicts of interest would only apply to conflicts that occur after the date of this amendment.</p> <p>The proposed wording is:</p> <p>4(1) This Bylaw applies to all members in terms of the obligations imposed on them by statute or other legal enactment as may be amended from time to time and this Bylaw operates together with and as a supplement to the applicable common law, policies and bylaws of the City and the following statutes and regulations enacted under these statutes:</p>	<p>Saskatchewan’s legislation is somewhat unique in the area of conflicts of interest so the review focused on only Saskatoon. While Saskatoon’s code of ethics bylaw did not deal with conflicts of interest originally, in December 2022 Saskatoon amended their Bylaw so that now conflicts of interest complaints can be investigated under their code of ethics bylaw by the Integrity Commissioner.</p> <p>The proposed changes mirror the changes that Saskatoon made although there are some additional changes described in the proposed wording.</p>	<p>Currently, conflicts of interest are not dealt with under <i>The Code of Ethics Bylaw</i>. Currently, the Integrity Commissioner does not investigate or provide recommendations relating to violations of the conflict of interest provisions of <i>The Cities Act</i> (sections 114-119) as these are specifically excluded from <i>The Code of Ethics Bylaw</i>. The reason for this is that the Saskatchewan Ombudsman was given specific authority to investigate these violations (s.14(2)(b) of <i>The Ombudsman Act, 2012</i>), and has broad legislated investigative powers to compel witnesses and compel the provision of information.</p> <p>When adopting <i>The Code of Ethics Bylaw</i> in 2017 Council considered the overlapping role of the Ombudsman, and the fact that at that time, Council did not have any power to disqualify its own members so its only option would have been to make an application to court to have the member removed where a violation of the conflict of interest rules is found.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(a) <i>The Cities Act</i>;</p> <p>(b) <i>The Local Government Election Act, 2015</i>;</p> <p>(c) <i>The Local Authority Freedom of Information and Protection of Privacy Act</i>; and</p> <p>(d) the <i>Criminal Code</i>.</p> <p>(2) This Bylaw applies with respect to violations of sections 114-119 of <i>The Cities Act</i> that occur after (insert date when this provision will come into effect).</p> <p>(3) This Bylaw does not apply to any acts, behaviour or alleged violations of this Bylaw that occurred prior to the date this Bylaw came into force or prior to the date that the section that deals with the violation came into force.</p> <p>Further changes would be required to implement this change. Sections 17 and 18 would have to be amended to prohibit the Integrity Commissioner from providing advance rulings and recommendations on questions of conflict of interest. The reason for this is that the City would not want to risk that the advance ruling would require the City to appoint a different commissioner to investigate the case if there was a complaint later related to the same subject matter. A further change to section 21 would be required to allow the integrity commissioner to investigate conflicts of interest, although they would still inform complainants of the other avenues for complaints under <i>The Cities Act</i> and through the ombudsman. Further sections would be required to be added to</p>		<p>Changes to <i>The Cities Act</i> in late 2020 provided Council with the authority to disqualify a member and declare a member's seat vacant where the person has violated section 121 of <i>The Cities Act</i> (which includes the conflicts of interest provisions) and has not resigned their seat. Now that Council has this authority to vacate a member's seat, Council may wish to reconsider whether <i>The Code of Ethics Bylaw</i> and the complaint process that uses the Integrity Commissioner should be expanded to include taking and investigating complaints relating to conflicts of interest.</p> <p>Current training materials offered by the Province around municipal conflicts of interest suggest that it is the intention of the Province that municipal councils deal with conflicts of interest through their respective code of ethics bylaws.</p> <p>The current Integrity Commissioner has advised that she would be willing to take on this work if the Bylaw was amended.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>indicate that disqualification from office is a possible sanction for conflict of interest as outlined in <i>The Cities Act</i> and that the Integrity Commissioner would consider if there was inadvertence or honest mistake when making recommendations just as a court would consider under <i>The Cities Act</i>. The timelines for allowing complaints of conflict of interest would have to be aligned with the timelines in <i>The Cities Act</i> which allows an application for disqualification to be made within three years. In addition, while normally the Integrity Commissioner will not investigate a complaint where the complaint procedure overlaps with an election and the member is not re-elected, <i>The Cities Act</i> allows disqualification applications for members who are not re-elected because the disqualification is for 12 years. Changes to the Bylaw would need to be included to allow investigations in these circumstances.</p>		
<p>CONFIDENTIAL INFORMATION</p> <p>The following provisions in the current <i>Code of Ethics Bylaw</i> would be retained as they are required in the mandatory rules from <i>The Cities Regulations</i>:</p> <p>Confidentiality</p> <p>12(1) Members shall refrain from disclosing or releasing any confidential information acquired by virtue of their office except when required by law or authorized by Council to do so.</p> <p>(2) Members shall not take advantage of or obtain private benefit from information that is obtained in the course of or as a result of their official duties or position and that is not in the public domain.</p>	<p>All codes reviewed include provisions relating to confidential information. While the wording differs slightly between different codes, the following concepts are common:</p> <ul style="list-style-type: none"> • Council members are prohibited from disclosing information from a private report or a private meeting until the information is discussed at a meeting held in public; • Council members must protect confidential information and personal information (as defined with reference to the applicable municipal privacy and access legislation); • Council members are prohibited from taking advantage of information obtained in the course of their duties that is not in the public domain; • Council members are required to comply with the privacy and access legislation that is applicable to the municipality; • Council members must access and use information at the City only in the normal course of their duties; 	<p>Council members receive confidential information in the course of their duties. It is important that this information be used and disclosed only in accordance with <i>The Local Authority Freedom of Information and Privacy Act</i> (LAFOIP) and Regulations. These provisions ensure that Council members are compliant with <i>The Local Government Authority Freedom of Information and Protection of Privacy Act</i> and Regulations.</p> <p>A common complaint for integrity commissioners to investigate in other jurisdictions is where a council member releases information from a private meeting to the public or media. While the general confidentiality provision in section 12(1) of the current Code covers this type of complaint as well as the requirements of section 65(e) of <i>The Cities Act</i>, a proposed provision has been included in the Code to</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(3) Members shall comply with <i>The Local Authority Freedom of Information and Protection of Privacy Act</i> in their capacity as members of Council of a local authority.</p> <p>In addition to the above provisions, the following additional provisions are recommended:</p> <p>(4) In this section, “confidential information” means information that may be considered in private by Council or Council Committees pursuant to <i>The Cities Act</i> and falls within the exemptions in Part III of <i>The Local Authority Freedom of Information and Protection of Privacy Act</i>.</p> <p>(5) A member shall protect confidential information, which includes the following duties:</p> <p>(a) a member shall not disclose confidential information, including to City employees, or to persons outside the City, except as authorized by Council;</p> <p>(b) a member shall not use confidential information with the intention to cause harm or detriment to Council, the City or any other person or body;</p> <p>(c) a member shall protect confidential information from inadvertent disclosure;</p> <p>(d) a member shall use confidential information only for the purpose for which it is intended to be used;</p>	<p>The specific wording of these provisions has been taken from Saskatoon but is also similar to Calgary. The wording of the proposed subsection (6) is similar to the following jurisdictions: Edmonton, Hamilton, Kitchener, Lethbridge, London, Markham, Mississauga, Ottawa, Toronto, Vancouver, Vaughan, Winnipeg and Windsor.</p> <p>Subsection (7) was taken from Calgary.</p>	<p>specifically draw Council members’ attention to this requirement and ensure it is clear.</p> <p>This area has some overlap with <i>The Local Authority Freedom of Information and Protection of Privacy Act</i> (LAFOIP). Under that Act, a person can make an access request for records and if dissatisfied with the City or a Council member’s response can request a review by the Information and Privacy Commissioner. A person can also request a review by the Information and Privacy Commissioner where the person believes that the use or disclosure of their personal information or confidential information is not in compliance with LAFOIP or the regulations.</p> <p>Because the mandatory Code provisions require Council members to comply with LAFOIP there is a possibility that a complaint relating to confidential or personal information could fall within the Code and the jurisdiction of the Integrity Commissioner and the Information and Privacy Commissioner. The current Bylaw requires the Integrity Commissioner to redirect any complaint that would be more appropriately addressed through another process or in another forum so the Integrity Commissioner would have to consider the application of LAFOIP to the facts of the complaint and make a determination as to where it is best dealt with.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(e) a member shall take reasonable care to prevent the examination of confidential information by unauthorized individuals; and</p> <p>(f) a member shall not take personal advantage of, or use for their own benefit, corporate or financial opportunities learned about through confidential information.</p> <p>(6) Members shall not disclose matters discussed in private or to be discussed in private at a Council or Council committee meeting until the matters are discussed at a meeting held in public or otherwise authorized by Council to be disclosed.</p> <p>(7) When dealing with personal information as defined in <i>The Local Authority Freedom of Information and Protection of Privacy Act</i>, members shall comply with the provisions of that Act.</p>		
<p>COMMUNICATIONS WITH THE PUBLIC AND MEDIA RELATIONS</p> <p>14.6(1) Without limiting the ability of a Council member to hold a position on an issue and respectfully express their opinions, a Council member shall:</p> <p>(a) ensure that their communications accurately reflect the facts of Council decisions;</p> <p>(b) ensure that all communications relating to Council business are accurate and not issue any communication that the member knows, or ought to have known, to be false;</p>	<p>Saskatoon, Edmonton, Calgary, Lethbridge, Richmond, Sudbury, Surrey, Vancouver, Mississauga and Windsor all have provisions relating to communications with the public and the media.</p> <p>While most jurisdictions have similar wording, the specific wording has been taken from Saskatoon, Edmonton and Vancouver.</p> <p>There are two additional provisions that Council may wish to also consider adding that were included in Saskatoon’s bylaw. In Saskatoon’s Bylaw it states that a member may advocate for the City’s interests to any level of government or non-governmental body as opportunities arise. This is allowed even where a Council member is not specifically authorized to make representations on behalf of the city on a particular issue. The Administration has not recommended</p>	<p>These provisions set some limits and parameters around Council members’ communications with the public and the media. These provisions recognize that individual Council members do not have authority to bind the city or communicate on behalf of the city unless authorized by Council. While members may express their opinions on issues it should always be clear they are speaking on their own behalf (unless authorized to speak on behalf of the city) and they should not use social media as a platform to treat members of the public, one another, or City employees disrespectfully.</p> <p>Members should not engage in or encourage abusive, bullying or intimidating speech. A member may state that</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(c) ensure that all communications by, and on behalf of a member, including communications made through social media, are respectful and do not discriminate, harass, or defame or demonstrate disrespect toward any person, recognizing that free and open debate is guaranteed under the <i>Charter of Rights and Freedoms</i>; and</p> <p>(d) not issue any communications that mislead Council or the public about any matter.</p> <p>(2) A Council member shall not engage in negotiations, make representations or commitments or communicate on behalf of the city unless authorized to do so by Council or by virtue of a position or role the member has been authorized to undertake by Council.</p> <p>(3) Where a Council member is authorized to communicate on behalf of the city, the Council member shall take reasonable efforts to ensure that the communication is fair and accurate.</p>	<p>this as then there could be multiple Council members advocating to the government all at the same time on an issue (each possibly taking different positions) which could lead to confusion as to what the Council decision, is on that issue. Further, it likely would be more effective to authorize one member of Council or City employees to advocate for the City’s interests as opposed to multiple Council members.</p> <p>The other provision that Saskatoon has is a provision that requires a member to forward an issue to another member or the mayor where that issue is a ward specific issue that relates to the other member or mayor. Council can advise if it wishes to include this provision.</p>	<p>he/she did not support a decision, or voted against the decision. A member should refrain from making disparaging comments about other members of Council or about Council’s processes and decisions.</p>
<p>GIFTS AND BENEFITS</p> <p>The following definition of family would be added to the Bylaw:</p> <p>“family” means the member’s spouse, partner, child and parent;</p> <p>The following sections would also be added:</p>	<p>All jurisdictions canvassed had provisions on gifts and benefits. All jurisdictions include a general prohibition on members accepting gifts or benefits connected directly or indirectly to the performance of their duties unless the gift falls within a list of specified exceptions. There are also further rules imposing disclosure requirements for gifts or benefits that exceed a certain monetary value.</p> <p>The following is a summary of the rules in this area that are fairly consistent across all municipalities canvassed:</p>	<p>Gifts and benefits are often received by elected officials in the course of their duties and attendance at public functions. Business related entertainment and gift-giving can be a token of respect and admiration for the elected official but can also be seen as an instrument of influence and manipulation. The object of this rule is to provide transparency around the receipt of incidental gifts and benefits and to establish a threshold where the total value could be perceived as potentially influencing a decision.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>14.7(1) In this section, “gift or personal benefit” means an item or service of value that is received by a member for their personal use and includes money, gift cards, tickets to events, clothing, jewelry, pens, discounts/ rebates on personal purchases, entertainment, participation in sport and recreation activities, and invitations to social functions but does not include:</p> <p>(a) food or beverages consumed at receptions, meetings, sporting events or other similar activities;</p> <p>(b) supplies and resources such as transit and parking passes and office equipment, including computers, mobile phones, printers, routers, internet and similar services and equipment required by a member to perform their duties; and</p> <p>(c) campaign contributions received by a member in compliance with Bylaw 2007-34 being <i>The Regina Municipal Election Expenses Bylaw</i>.</p> <p>(2) A gift or personal benefit provided to a member’s family or the member’s staff that, to the member’s knowledge, is connected directly or indirectly to the performance of the member’s duties is deemed to be a gift or personal benefit to that member.</p> <p>(3) A member shall not accept a gift or personal benefit that is connected directly or indirectly with the performance of their duties unless permitted by the exceptions listed in subsection (4).</p>	<ul style="list-style-type: none"> • The definition of gifts and benefits is usually broad but excludes campaign contributions received by a member in compliance with campaign disclosure and spending limits; • Members are prohibited from accepting gifts or benefits connected directly or indirectly to the performance of their duties unless the gift falls within a list of specified exceptions. • Gifts provided to the member’s family or staff are deemed to be a gift or benefit to the member. The definition of a member’s “family” is fairly consistent across the codes canvassed and usually includes the member’s spouse, partner, child and parent. • The specified exceptions that would allow a member to accept a gift or benefit are as follows: <ul style="list-style-type: none"> ○ compensation authorized by law including compensation for sitting on boards; ○ a gift or benefit received as a normal or necessary incident to fulfilling the member’s duties; ○ a gift or benefit received as an incident of protocol or social obligation; ○ a person’s volunteer time or activities provided to further the interests of the City or the member’s ward; ○ a suitable memento of a function honouring the member; ○ lodging, transportation and entertainment provided by provincial, regional and local governments or political subdivisions of them, by the Federal government or by a foreign government within a foreign country; ○ reimbursement of expenses associated with travel to and attendance at a conference or other event where the member is speaking or attending in an official capacity; or 	<p>The proposed provisions require members to determine when a gift or personal benefit is for personal use, such that it falls within the Bylaw. Members must also determine when a gift or personal benefit is connected with the performance of their duties as a member, such that it may not be solicited or accepted unless an exception applies, and whether the gift or personal benefit must be disclosed. In answering these questions members should start with the assumption that any item included in the definition of a gift or personal benefit (e.g., a ticket to an event) is for personal use and is connected with the performance of their duties as a member. An item should be viewed as for personal use if it provides a benefit to the member beyond the performance of the member’s duties. An item should be viewed as connected to the member’s performance of their duties unless it is provided by someone like a family member, or an old friend (i.e., someone unconnected to the member’s role).</p> <p>An example of a gift that is an “incident of protocol or social obligation” would be a gift provided to thank the member for speaking at an event or conference. A gift received as a normal or necessary incident to the member’s responsibilities as a ward representative would include a modest gift of thanks or acknowledgement from a constituent.</p> <p>Any doubts about the propriety of a gift should be resolved in favour of not accepting it or not keeping it. It may also be helpful to consult with the Integrity Commissioner and get an advance ruling as to the gift.</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(4) A member may receive a gift or personal benefit if it is:</p> <p>(a) compensation authorized by law, including compensation for serving on external bodies as a Council-approved City representative;</p> <p>(b) received as a normal or necessary incident to fulfilling the member’s duties;</p> <p>(c) received as an incident of protocol or social obligation;</p> <p>(d) a person’s volunteer time or activities provided to further the interests of the City or the member’s ward;</p> <p>(e) a suitable memento of a function honouring the member;</p> <p>(f) lodging, transportation and entertainment provided by provincial, regional and local governments or political subdivisions of them, by the Federal government or by a foreign government within a foreign country where the member is attending in an official capacity or where the attendance serves a legitimate purpose associated with the member’s duties;</p> <p>(g) reimbursement of expenses associated with travel to and attendance at a conference or other event where the member is speaking or attending in an official capacity; or</p>	<ul style="list-style-type: none"> ○ tickets to meals, banquets, receptions, sporting events, or similar activities if: <ul style="list-style-type: none"> ▪ attendance serves a legitimate purpose associated with the member’s duties; ▪ the person extending the invitation or a representative of the inviting organization is in attendance; and ▪ the value is reasonable and the invitations infrequent. ● Where a gift or benefit falls within specified exceptions and its value exceeds a threshold amount or if the gift or benefits received from one source during the year exceed a specified monetary threshold, the gifts or benefits have to be disclosed to the City Clerk and are a matter of public record. ● The disclosure statements require a description of the gift, the estimated value of the gift and the source and circumstances under which the gift was given. ● Some codes require annual or quarterly statements while others require that the gifts be disclosed within 30 days after receiving them. <p>Twelve of the seventeen jurisdictions canvassed had almost the same wording in terms of definition of gifts and benefits as well as the list of exceptions. The cities in British Columbia had less extensive gift provisions as their provincial legislation has some limits in this area. A couple of the jurisdictions restrict any gifts provided by lobbyists but these jurisdictions have a whole set of separate rules around lobbyists that the City currently does not have and is not proposing. If that is something Council wants, more research would need to be done.</p> <p>One of the few differences in the various cities canvassed is the monetary threshold for gifts that have to be disclosed. The monetary</p>	

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(h) admissions or tickets to meals, banquets, receptions, sporting events, or similar activities if:</p> <p>(i) attendance serves a legitimate purpose associated with the member’s duties;</p> <p>(ii) the person extending the invitation or a representative of the inviting organization is in attendance; and</p> <p>(iii) the value is reasonable and the invitations infrequent.</p> <p>(5) A member shall, as soon as practicable, return to the donor any gift or personal benefit that does not comply with this Bylaw, along with an explanation as to why the gift or personal benefit cannot be accepted.</p> <p>(6) In the case of exceptions listed in subsections (4)(b), (c), (e), (f), (g), and (h), if the value of the gift or personal benefit exceeds \$100 or if the total value of gifts or personal benefits received from one source during the calendar year exceeds \$100, the member shall include the information required by subsection (7) on the disclosure statement.</p> <p>(7) For each gift or personal benefit that must be disclosed pursuant to subsection (6), either individually or as part of a cumulative total, the disclosure statement shall indicate:</p> <p>(a) the nature of the gift or personal benefit, by description, photograph, or both;</p>	<p>amount per gift and total amount varies per city from \$50 in some cases to \$750 in others. The amounts are as follows:</p> <ul style="list-style-type: none"> • Saskatoon - \$100 or \$100 in collective gifts from one donor in a year; • Brampton - \$50 or \$50 in collective gifts from one donor in a year; • Calgary - \$50 but cannot accept specified gifts that exceed \$500 in a year; • Edmonton - \$300 per gift or \$300 in collective gifts from one donor in a year; • Hamilton - \$200 per gift or \$200 in collective gifts from one donor in a year; • Kitchener - \$100 per gift or \$300 in collective gifts from one donor in a year; • Lethbridge - \$250; • London - \$300 or \$300 in collective gifts from one donor in a year; • Markham - \$350 or \$350 in collective gifts from one donor in a year; • Mississauga - \$250/500 per gift depending on gift and \$1000 from any one source in a year; • Ottawa - \$100 from any one source in a year but \$30 for event tickets; • Sudbury - \$200 or \$200 in collective gifts from one donor in a year; • Surrey - \$250; • Toronto - \$300 or \$300 in collective gifts from one donor have to be disclosed but then there is also a prohibition on accepting specified gifts that exceed \$500 or benefits from one source during a year that exceed \$500; • Vancouver - \$50 per gift or \$100 from any one source in a year; 	

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>(b) the estimated value of the gift or personal benefit;</p> <p>(c) the source of the gift or personal benefit; and</p> <p>(d) the circumstances under which the gift or personal benefit was given or received.</p> <p>(8) A member shall file an annual disclosure statement with the City Clerk outlining the information described in this section or stating that there is nothing to disclose.</p> <p>(9) Disclosure statements pursuant to this section will be a matter of public record in the prescribed format determined by the City Clerk.</p> <p>(10) Nothing in this section is meant to limit a member's obligation to disclose potential conflicts of interests and to uphold the standards and values of the Code.</p> <p>In addition to the above provision, a provision would be added to the section on possible censure, sanctions or corrective actions (s. 25(3)) to require the member to return a gift if a violation of the gifts and benefits rules was found.</p>	<ul style="list-style-type: none"> • Vaughan - \$750 or \$750 in collective gifts from one donor in a year; • Winnipeg - \$50. <p>The proposed wording is taken from Saskatoon's code with some slight variations. This wording is also similar to both Edmonton and Calgary. It is proposed to use this wording as the wording is very consistent across jurisdictions. In the draft wording to the left, a \$100 monetary threshold is listed so that it is the same as Saskatoon's code, but Council may wish to consider whether it wants to have something else.</p>	
<p>SUPPORT FOR CHARITIES</p> <p>14.8(1) A member may lend their support to and encourage community donations to registered charitable, not-for-profit and other community-based groups, as long as monies raised through fundraising</p>	<p>Of the jurisdictions canvassed, six out of seventeen municipalities had provisions or separate policies to deal with support for charities, so these provisions are not as common. There is some benefit in setting rules around Council members' association with and support of charities to ensure transparency.</p>	<p>Members of Council routinely perform important work in supporting charitable causes and in so doing, there is a need for transparency respecting the member's involvement. Transparency and accountability are best achieved by encouraging contributors to make donations to such organizations on-line through a website or where that</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>efforts go directly to the groups or volunteers or chapters acting as local organizers of the group.</p> <p>(2) A member shall not directly manage or control any monies received relating to community or charitable organization fundraising, unless the member is an employee of the community or charitable organization.</p> <p>(3) A member shall not solicit or accept support in any form from an individual, group or corporation with any planning, conversion or demolition variance application or procurement proposal pending before Council.</p> <p>(4) Nothing in this section affects the entitlement of a member to:</p> <p>(a) urge constituents, businesses or other groups to support community events put on by others in the City to advance the needs of a charitable organization;</p> <p>(b) play an advisory ex officio, honorary, board director or membership role in any charitable or non-profit organization that holds community events in the City; or</p> <p>(c) collaborate with the City and its agencies, boards or commissions to hold community events.</p>	<p>The proposed wording is based on Saskatoon’s code although it has been changed slightly in subsection (3). In Saskatoon’s code subsection (3) also prohibited a Council member from communicating with an individual, group or corporation with any planning, conversion or demolition variance application or procurement proposal pending before Council. This restriction seemed very broad and could cause issues with such an individual or group communicating with Council as a delegation at a Council or Committee meeting.</p>	<p>is not possible through a cheque made payable directly to the organization. This ensures that Council members are not directly handling donations and so that there is no confusion as to who is benefiting from this fundraising.</p>
<p>EMPLOYMENT OF RELATIVES A definition of relative would be included: “relative” means the member’s spouse, partner, child or parent;</p>	<p>Specific provisions relating to the employment of a member’s relative are not as common in the codes that were canvassed. Some municipalities have separate policies on this or in some cases the more general provisions that prohibit the member from using his or</p>	<p>There is an expectation, shared by the public and City employees, that all hiring, promotions, performance appraisals or discipline will be undertaken in an objective and impartial manner. The purpose of this section of the code is to ensure that employment related decisions</p>

Wording of Proposed Provision	Jurisdictional Review	Commentary
<p>Employment of Relatives 14.9(1) A member shall not attempt to influence any City employees to hire or promote the member's relative.</p> <p>(2) A member shall not make any decision or participate in the process to hire, transfer, promote, demote, discipline or terminate the member's relative.</p> <p>(3) Where a member's relative is employed with the City, a member shall not use or attempt to use the member's relationship with that person for the member's or relative's personal benefit or gain.</p>	<p>her influence would apply to the employment of the member's relatives.</p> <p>In any event, there is some benefit in including a provision which limits a Council member's involvement in any employment related decisions that relate to the member's relatives. The proposed provision is similar in wording to Saskatoon. In Saskatoon, "relative" is not defined so could include a broader range of relatives than spouses, children or parents. Council could decide to leave the term "relative" undefined or could define the term "relative" to include more relationships than what is proposed. The recommended provision defines "relative" to include the member's spouse, partner, child or parent which is consistent with the provision relating to gifts.</p> <p>In terms of other codes that define "relative" in the context of employment of relatives, Hamilton defines it to include a parent, spouse, child, sister, brother, sister-in-law, brother-in-law, father-in-law, mother-in-law as well as step-relationships. A similar definition is used in Mississauga. A similar definition is used in Brampton and Vaughan but also includes any person who lives with the Council member on a permanent basis. Surrey defines relative as a spouse, child, parent and siblings.</p>	<p>concerning existing or potential City employees are free from any real or perceived improper influence based on family member relationships. Relatives of a member may be considered for employment, advancement or transfer provided that the member does not make these decisions or participate in these decisions.</p>



Accessibility Plan One Year Update

Date	May 20, 2026
To	Mayor Bachynski and City Councillors
From	Executive Committee
Service Area	Community Well-Being
Item #	CR26-62

RECOMMENDATION

That City Council receive and file this report.

HISTORY

At its meeting held on April 28, 2026, the Accessibility Advisory Committee considered the attached report *EX25-56* as item *ACC26-4 Accessibility Plan Update* from the City Planning & Community Services division.

The Accessibility Advisory Committee adopted a resolution to concur in the recommendations contained in the report.

At its meeting held on May 13, 2026, the Executive Committee considered the attached report *EX26-56 2026 Accessibility Plan Update* from the Accessibility Advisory Committee.

The Executive Committee adopted a resolution to concur in the recommendations contained in the report.

Respectfully submitted,

EXECUTIVE COMMITTEE



Amber Ackerman, Acting City Clerk 5/15/2026

ATTACHMENTS

- EX26-56 - 2026 Accessibility Plan Update
- Appendix A - Accessibility Plan
- Appendix B -- 2026 Survey Results
- Appendix C - 2026 Accessibility Plan Action Update



Accessibility Plan One Year Update

Date	April 28, 2026
To	Accessibility Advisory Committee
From	City Planning & Community Services
Service Area	Community Wellbeing
Item No.	EX26-56

RECOMMENDATION

The Accessibility Advisory Committee recommends that the Executive Committee at its May 13, 2026, meeting, recommend that City Council approve the update on the City's Accessibility Plan as described in this report at its May 20, 2026, meeting.

ISSUE

This report provides an update on the City of Regina's (City) Accessibility Plan and the work completed by Administration during the second year of implementation. The Accessibility Plan (Appendix A) is a 10-year plan with short-term, medium-term and long-term actions. Actions are completed as appropriate funding is approved through the budget process. *The Accessible Saskatchewan Act* requires that the Plan be reviewed at least once every three years and in addition, Administration has committed to reporting to Council annually on its implementation.

IMPACTS

Legal Impact

The Accessible Saskatchewan Act came into effect on December 3, 2023, and guides the removal and prevention of accessibility barriers for people with disabilities. It applies to the Government of Saskatchewan and several public sector bodies. It required the City to have an accessibility plan in place and publicly available by December 2, 2025. Accessibility plans must be reviewed every three years.

The Saskatchewan Human Rights Code and the *Canadian Charter of Rights and Freedoms* both protect individuals from discrimination based on disability and other protected characteristics. Implementation of the City's Accessibility Plan supports and aligns with human rights legislation.

Policy Impact

Several of the City's existing plans and policies include accessibility as a key guiding principle, including the *Design Regina: The Official Community Plan, Bylaw 2013-48* (OCP), Community Safety and Well-being Plan, Transportation Master Plan, Regina Transit Master Plan, Parks Master Plan and Adapted Recreation Plan. The Accessibility Plan coordinates between, and builds upon, these existing documents to ensure accessibility is a consistent priority throughout the organization, with coordinated actions between all departments.

Strategic Priority Impact

This report primarily supports the strategic priorities of Infrastructure and Vibrancy.

Modern infrastructure is accessible infrastructure. Many of the priority actions in the Accessibility Plan contribute to a more accessible built environment including City facilities, pedestrian infrastructure and transportation infrastructure.

The Plan contributes to a vibrant city by improving access to year-round inclusive spaces and programs. It proactively supports community wellbeing by prioritizing accessibility in all of the City's public-facing work.

Environmental Impact

The actions in this report have limited direct impacts on energy use and greenhouse gas emissions. However, continued implementation of this plan will improve active transportation infrastructure and transit service for everyone. This is important for enabling more sustainable modes of transportation and reducing transportation-related greenhouse gas emissions.

Indigenous Impact

The Accessibility Plan recognizes the intersections between Indigenous and disability communities and prioritized Indigenous engagement throughout its development. The actions within the Accessibility Plan are informed by Indigenous Elders and community members. Implementation of the Accessibility Plan is occurring alongside, and in communication with, *kâ-nâsihcikêwin*, the City's Indigenous Framework.

Inclusion, Diversity, Equity & Accessibility (IDEA) Impact

This report and the Accessibility Plan are a clear representation of the City's strategic principle, Inclusion, Diversity, Equity and Accessibility (IDEA), fostering an equitable environment and removing barriers to promote inclusive participation and success for all.

The Accessibility Plan aims to remove and prevent barriers to equitable access to programs and services within the city. It is one of the primary tools the City currently has to uphold its commitment to fostering an equitable environment and promoting inclusive participation and success for all.

The actions outlined in this report are an important step in prioritizing accessibility throughout the city, including as an employer and service provider. The actions support the city in becoming more trusted and welcoming to people with disabilities, older adults and all people facing similar and intersecting barriers. Proactively following through on the Accessibility Plan helps build public trust and strengthen the city's reputation as an inclusive and equitable municipality.

There are no financial or labour impacts with respect to this report.

OTHER OPTIONS

There are no other options with respect to this report.

COMMUNICATIONS & ENGAGEMENT

The City's Community Well-being Branch is in regular communication with key stakeholders including community members with disabilities, older adults and their support networks about the implementation of the Accessibility Plan. The branch facilitates quarterly roundtables with disability sector organizations to hear about current issues and trends within the community and to provide updates and receive feedback on Accessibility Plan actions. Administration brings quarterly updates on implementation progress of the Accessibility Plan to the Accessibility Advisory Committee to gather their feedback. The Disability Reference Group with the Recreation and Cultural Services Department provides regular input on actions related to recreation and culture.

The City has also facilitated focus groups with community members with lived experience to help inform specific actions within the Accessibility Plan. In addition to accessibility-related service requests, Administration also receives feedback and communication from the public through the new accessibility@regina.ca email address. The Accessibility Plan is posted publicly on the City's website along with contact information.

In early 2026, Administration held an online survey via Be Heard, the City's digital engagement platform, to check in about Accessibility Plan implementation, public perception, and community priorities related to accessibility. The survey was open from February 13 to 26, 2026. A news release was sent to local media and various outlets published stories to promote the survey. The survey was also shared on social media and by email to accessibility-related networks and other relevant partners and contacts.

A full description and analysis of survey results is in Appendix B – 2026 Survey Results. Highlights include:

- There were 102 responses to the survey. Almost half of respondents (49) identified as a person with a disability and/or an older adult.
- When community members were asked how satisfied they were with the City's progress on

the Accessibility Plan to date, the most common response was “slightly satisfied,” on a four-option scale from very unsatisfied to very satisfied. About one-quarter of people chose “don’t know.”

- Roads and sidewalks continue to be the top priority by far, followed by transportation and built environment.
- Compared to the 2023 survey, perceptions of the accessibility of Regina’s built environment, transportation, programs and services, communications and information, and employment seem to be improving.
- The only area where perceptions of accessibility decreased between 2023 and 2026 was financial services and funding.

DISCUSSION

In April 2024, City Council approved the City’s Accessibility Plan, attached as Appendix A.

The goals of the Accessibility Plan are:

1. Identify, remove and prevent barriers to participation in civic life.
2. Strengthen the City’s ongoing commitment to becoming an age-friendly and accessible city.
3. Create a centralized, strategic plan to coordinate accessibility efforts across all City departments.

To achieve these goals, the plan identifies more than 80 actions for implementation over a ten year period. To date, 33 of these actions are complete and 41 are in progress. Of the short-term actions (to be complete between 2024 and 2026), about half are done and the other half are in progress. With the budget approved for 2026, nearly all short-term actions are expected to be complete by the end of the year.

A full list of actions, along with their progress updates, is available in Appendix C – 2026 Accessibility Plan Action Update. Highlights include:

- Level 1 Disability Awareness training launched and is required for all employees. As of March 2026, more than 830 (about 30 per cent) of City employees have taken the training.
- Level 2 Disability Awareness training launched in March 2026. Half-day sessions on accessible leadership, communications and customer service are available to all employees.
- Regular and ongoing engagement with the disability community.
- Implementation of a Compensation Policy for People with Lived Experience, ensuring people are provided an honorarium in exchange for their expertise.
- Development of the Sidewalk Working Group to ensure a collaborative and strategic approach to sidewalk accessibility in the city.
- Additional sidewalk maintenance and snow removal to begin during the 2026 construction season.
- Accessible Communications Policy has been developed, with implementation to begin in January 2027.

- Enhanced communication about existing accessibility features and services at the City.
- Working toward more employment opportunities for people with disabilities through collaboration with SaskAbilities, 4to40, the Autism Resource Centre and other organizations.
- Ongoing implementation of the Adapted Recreation Plan, including expanding adapted program offerings, ongoing disability and inclusion training for recreation staff and two new Ambassador positions for people with disabilities.

Survey Analysis

Survey results show residents' priorities remain the same and the work that's been done to date is having a positive impact.

Sidewalks continue to be the top priority for residents. The sidewalk-related actions within the plan received their first significant investment in the 2026 budget and many of those actions are just beginning during the 2026 construction season. Another top priority is Transit, an area that received some investment in 2026 to upgrade bus stops. However, other key actions related to sidewalks and transportation, such as additional signalized pedestrian crosswalks and expanding conventional bus service hours, have been limited due to budget constraints.

With about one quarter of respondents saying they "don't know" how satisfied they are about Accessibility Plan implementation to date, it is clear there is a need to communicate more about existing work. A communications plan is in development with an ongoing communications budget in place to support it.

The only area where perceptions of accessibility decreased between 2023 and 2026 was financial services and funding. From the open-ended survey responses, it is apparent that this was partially a result of the City's removal of coin options for downtown parking meters, which was communicated at the same time as this survey. Respondents also commented about overall financial pressures they are feeling, and a desire for the City to do more to help relieve those pressures through expanding existing affordability programs. This was also the area with the most "I don't know" responses, indicating a potential lack of clarity or experience with this aspect of the City. Nonetheless, Administration is reviewing the actions within this area to determine how they can be strengthened and will continue to monitor the City's funding of accessibility initiatives through future surveys.

Administration will continue to implement actions in 2026, with an emphasis on stronger communications. A budget request for 2027 funding is forthcoming and will focus largely on additional improvements to pedestrian infrastructure, transit and employment opportunities.

DECISION HISTORY & AUTHORITY

On April 24, 2024, City Council considered item *CR24-39 Regina Accessibility Plan* and adopted a resolution directing Administration to report back on the Corporate Accessibility Plan for

consideration as part of the 2025/2026 General Budget.

Respectfully Submitted,



Diana Burton, Director
Recreation & Cultural Services

Prepared by: Ashley Nemeth, Accessibility Advisor

ATTACHMENTS

- Appendix A – Accessibility Plan
- Appendix B – 2026 Accessibility Plan Survey Results
- Appendix C – 2026 Accessibility Plan Action Update



Accessibility Plan

City of Regina

2024 - 2033



Land acknowledgement

The City of Regina is on a path of reconciliation. We begin by acknowledging we are on the traditional lands of the Treaty 4 Territory, a Treaty signed with 35 First Nations across Southern Saskatchewan and parts of Alberta and Manitoba, and the original lands of the Cree, Saulteaux, Dakota, Nakota, Lakota and the homeland of the Métis.

The City of Regina owes its strength and vibrancy to these lands and the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory as well as those from around the world who continue to be welcomed here and call Regina home.

To recognize the land is an expression of respect and gratitude to those whose territory we reside on, and a way of honouring the Indigenous Peoples who have lived here for thousands of years. It is important that we understand our history that has brought us to reside on the land and seek to understand our place within history.

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Acknowledgements

This City of Regina Accessibility Plan (the Plan) is the result of a coordinated and collaborative effort from community members, including people with disabilities and older adults, community organizations, as well as City of Regina staff. We would like to thank all those who participated and contributed their valuable time, input and perspectives to help shape this Plan.

The following groups played an important role in contributing to this work:

- Age Friendly Regina
- Autism Resource Centre
- Big Sky Centre for Learning and Being Astonished!
- Canadian National Institute for the Blind Saskatchewan
- Creative Options Regina
- First Steps Wellness Centre
- Hope's Home
- Inclusion Regina
- Listen to Dis'
- REALM
- Regina Anti-Poverty Ministry
- Regina Immigrant Women's Centre
- Regina Public Schools
- SaskAbilities
- Saskatchewan Deaf & Hard of Hearing Services
- Saskatchewan Seniors Mechanism
- South Saskatchewan Independent Living Centre

Project team leads:

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- Ashley Nemeth, Senior Communications Strategist
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Consultants:

- Happy Cities
- Meaningful Access Consulting
- Regina Treaty/Status Indian Services

Executive summary

Introduction and purpose

To build and foster an inclusive, accessible Regina, the City of Regina (the City) is developing an Accessibility Plan to identify, remove and prevent barriers to access in City spaces, programs, and services.

The goals of the Accessibility Plan are:

1. Identifying, removing and preventing barriers to participation in civic life.
2. Strengthening the City's ongoing commitment to becoming an age-friendly and accessible city.
3. Creating a centralized, strategic plan to coordinate accessibility efforts across all City departments.

The Plan reinforces the City's dedication to building and prioritizing meaningful access for all, including a commitment to understanding and addressing the unique experiences and needs of Indigenous Peoples with disabilities, who, in addition to facing barriers to accessibility, continue to face the ongoing effects of colonialism.

What we did

The Plan was developed through a robust, multi-phase community engagement process. This included engagement with Indigenous communities (through partnership with Regina Treaty/Status Indian Services); one-on-one interviews with key stakeholders; a digital, public-facing survey; facilitated focus group discussions (both in-person and digital); and community pop-ups at popular destinations and events in Regina.

To establish a structure, ensure accountability and facilitate implementation of the Plan, this work was organized around 6 service delivery areas:

- Transportation
- Built environment
- Communication
- Employment
- Programs, services and financial
- Procurement

What we heard

The key findings from engagement suggest that in general, accessing the built environment is the leading barrier to accessibility in the City of Regina. Across all forms of engagement, **sidewalks, including maintenance and snow removal, were consistently highlighted as the top priority area for improving accessibility.**

From the survey, the main areas of improvement suggested by respondents were:

1. **Roads and sidewalks**, as indicated by 79% of respondents
2. **Transportation**, as indicated by 54% of respondents
3. **Built environment**, as indicated by 48% of respondents

“For people like myself, the City is pretty much inaccessible from first snowfall until it all melts.”

— Focus group participant

“Until the City starts clearing sidewalks, they aren’t serious about accessibility.”

— Focus group participant

Table: Outreach by the Numbers

12 interviews	223 survey responses	160+ pop-up attendees	80+ focus group participants
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Through engagement, community members highlighted the following key barriers:

Table 1: Key barriers by service delivery area

<p>Built environment</p> <ol style="list-style-type: none"> 1. Poor sidewalk connectivity and maintenance 2. Insufficient accessible public washrooms 3. Parks and public spaces don't have enough accessible features 	<p>Transportation¹</p> <ol style="list-style-type: none"> 1. Insufficient snow removal 2. Lack of sidewalks and maintenance 3. Public transit and paratransit services are not sufficient
<p>Employment</p> <ol style="list-style-type: none"> 1. Not enough employment opportunities for people with disabilities 2. Application and hiring process is a barrier 3. Lack of policy and procedures related to accommodations for staff with disabilities 	<p>Programs, services, financial</p> <ol style="list-style-type: none"> 1. Limited adapted or inclusive recreation options 2. Insufficient staff training 3. Challenging online registration and payment systems
<p>Communication</p> <ol style="list-style-type: none"> 1. Reliance on digital materials 2. Lack of information on accessibility accommodations/services 3. Lack of American Sign Language, closed captioning, or note-taking services 	<p>Procurement</p> <ol style="list-style-type: none"> 1. Procurement processes are not transparent or accountable enough 2. Smaller disability-led organizations face more barriers than larger ones that are not disability-led

¹ Note: within the survey, "sidewalks" and "snow removal" were listed as barriers under Transportation. During subsequent public engagement activities, these barriers emerged as priorities within both the Built Environment and Transportation. Based on feedback from public and staff engagement, resulting actions for these key barriers were re-categorized under the Built Environment for clarity.

Recommendations and actions

The Plan provides a framework to advance accessibility in Regina over the next ten years. Across the six service delivery areas, and one general area, the Plan includes over 60 specific actions. These actions are organized within 17 recommendations based on the key barriers identified through engagement. These recommendations are presented below:

Table 2: Recommendations by service delivery area

General	1. Ensure ongoing engagement and accountability through implementation of this Plan
Built environment	2. Improve snow removal on City sidewalks and streets 3. Improve sidewalks and other pedestrian infrastructure 4. Improve accessibility of City facilities 5. Improve accessibility of City parks and playgrounds 6. Support private sector to improve accessibility
Transportation	7. Improve accessible taxi service 8. Improve transit accessibility
Communication	9. Enhance communication regarding accessibility features and services 10. Improve the accessibility of City of Regina communications
Employment	11. Improve staff competency related to accessibility and disability 12. Increase recruitment and hiring of people with disabilities 13. Develop and improve policies and processes for workplace accommodations
Programs, services and financial	14. Improve accessibility of existing programs and services 15. Improve accessibility at City events 16. Remove barriers to accessing financial programs and services
Procurement	17. Improve accessibility of procurement processes

In order to achieve the above recommendations and intended outcomes of this work, dedicated, consistent funding is required.

Introduction

An accessible Regina is one where people of all ages, abilities and backgrounds can meaningfully participate in community life, without facing barriers.

A barrier can be defined as anything that prevents the equitable participation of a person with a disability or an older adult. In addition to physical barriers to access, this can include barriers related to attitudes, communication, systems and more.

See *Glossary in Appendix A for more information and definitions.*



“What does an accessible Regina mean to you?” responses from community engagement

In Saskatchewan, 29.8% of individuals over the age of 15 identify as having a disability.² People with disabilities are a dynamic group of individuals with diverse perspectives, priorities, needs and preferences.

To build and foster an inclusive, accessible Regina, the City must involve and collaborate with people with lived experience; this will ensure that decisions and solutions are meaningfully created together with those they are intended to serve. In adhering to the principle “Nothing about us, without us” the City is committed to building capacity and agency across its departments and centering the valuable insights and knowledge of people with lived experience.



² Government of Canada. (2023). New data on disability in Canada, 2022.

What is an accessibility plan?

The Government of Saskatchewan defines **accessibility** as follows:

“Accessibility means that all people can take part in their communities through work, play and other daily activities. Accessibility is about removing barriers so people can feel included and have independence. Accessibility is important for everyone, especially people with disabilities.”³

Accessibility plans are created to establish steps for municipalities to identify, address and prevent barriers to participation in civic life. This includes considerations for the built environment, facilities, transportation, inclusive programming and customer service, information and communication, accessible employment opportunities and more.

The goals of the Regina Accessibility Plan are:

1. Identifying, removing and preventing barriers to participation in civic life.
2. Strengthening the City’s ongoing commitment to becoming an age-friendly and accessible city.
3. Creating a centralized, strategic plan to coordinate accessibility efforts across all City departments.

While the Plan seeks to remove barriers for people with disabilities and older adults, it will also improve access and quality of life for all community members. The Plan envisions a city where everyone—regardless of age, background or ability—is able to fully join in community life.

³ The Accessible Saskatchewan Act - Summary | Accessibility Legislation for Saskatchewan, 2023

Commitment to lived experience and intersectionality

Regina's commitment to becoming an age-friendly and accessible city stems from the City's recognition of our relationship to the land and our commitment to grow and improve quality of life for everyone. It also includes a commitment to understanding and addressing the unique experiences and needs of Indigenous Peoples with disabilities, who, in addition to facing barriers to accessibility, continue to face the ongoing effects of colonialism.

Indigenous people, 2SLGBTQIAP+ people and women face higher rates of disability due to the intersection of their identities⁴⁵⁶. Racism, sexism, ageism, homophobia, transphobia and colonialism among other forms of discrimination negatively impact people's ability to access disability supports in healthcare, housing, and employment. Accounting for the intersection of identities will help coordinate action and reduce barriers to access⁷.

The Plan reinforces the City's dedication to building and prioritizing meaningful access for all. In doing so, the City commits to building the Plan based on the feedback and experiences of the experts: people with disabilities, older adults, and their care partners and family members. The City recognizes that Regina residents have many intersecting abilities and identities, and that many different actions will be required to meet the accessibility needs of diverse community members. As a result, the City aims to centre lived experience and intersectionality through the implementation of the Accessibility Plan.

⁴ Quinlan, Leah, "Accessibility and Disability for Indigenous Women, Girls, and Gender Diverse People, 2018

⁵ Casey, Bill, "The Health of LGBTQIA2 Communities in Canada", 2019

⁶ Statistics Canada, "Women in Canada: A Gender-based Statistical Report – Women with Disabilities", 2017

⁷ Casey, Bill, "The Health of LGBTQIA2 Communities in Canada", 2019



Roles and jurisdiction

Advancing accessibility requires a coordinated effort across all levels of government, including collaboration with the private sector, community organizations and members of the public.

Federal and Provincial government roles

The Federal Government is responsible for the laws that govern accessibility and the rights of people with disabilities in Canada, including the Canadian Charter of Rights and Freedoms, the Canadian Human Rights Act and the Indian Act. In 2019, the Federal Government introduced accessibility legislation, with the Accessible Canada Act (ACA). The driving goal of the ACA is to

realize a barrier-free Canada by 2040, by establishing a framework for advancing accessibility and mandating the development of accessibility plans for federally regulated entities, among other requirements.

Provincially, the Accessible Saskatchewan Act came into force on December 3, 2023. The new legislation aims to remove and prevent accessibility barriers for persons with disabilities, creating a more accessible Saskatchewan. The City is required to prepare and make publicly available its accessibility plan by December 2, 2025.

City of Regina role

At the municipal level, the City of Regina has the opportunity to act as a leader in advancing accessibility ahead of outcomes from the provincial legislation. By working closely with people with disabilities, the City can advance accessibility initiatives that respond to the unique needs of local community members and residents. The City has the power to impact many of the main barriers that people with disabilities experience on a day-to-day basis. To guide actions, the Plan has been organized into the following six service delivery areas:

- **Built environment:** This includes City parks and open spaces, sidewalks and roads, snow removal at these locations and City facilities.
- **Transportation:** This includes parking (on streets and City-owned parking lots), licensing for vehicles for hire, and Regina Transit and Paratransit.
- **Communication:** This includes printed, digital and in-person communication, including the City's website, social media and promotional materials for programs and events.
- **Employment:** This includes ease of access to City hiring processes, procedures for providing accommodations, the types of accessibility supports provided throughout the hiring process, and employment with the City.
- **Programs, services, and financial:** This includes programs and services offered at the City's parks, recreation facilities (such as community centres, leisure centres and municipal arenas) and City Hall. This also includes financial procedures, permit applications, incentive programs, payment processing systems and financial reporting.

- **Procurement:** This includes how the City purchases goods and services. The aim of accessible procurement is to ensure that the City engages vendors that can deliver products, designs and services that include universal design and accessible best practices.

There are areas within Regina's built environment that are not in the City's jurisdiction, including private businesses, privately owned buildings and residences, railway lines and Wascana Park (which is regulated by the Province). However, the City can continue to advance accessibility in all areas in the community through advocacy and leadership.



Aligned policies

The City of Regina has a number of plans and policies with a clear focus on improving accessibility. These include:

- Indigenous Framework (forthcoming)
- Design Regina: Official Community Plan Bylaw
- Community Safety and Well-being Plan
- Transportation Master Plan
- Regina Transit Master Plan
- Recreation Master Plan
- Parks Master Plan
- Adapted Recreation Plan
- Equity, Diversity & Inclusion Framework
- Accessible Signage Policy

Recommended actions in this Plan build on these earlier initiatives and seek to bring together a cohesive approach for identifying, removing and preventing barriers to access across all City departments, spaces, programs and services.

See Appendix B for the Environmental Scan and Community Snapshot that outline Regina's existing context.





Guiding principles

Accessibility is multifaceted and evolving. Recognizing that additional aspects or areas of accessibility will likely emerge, the following guiding principles were developed to inform this project, while also offering a framework to guide further components.

Nothing about us, without us

Accessibility policy, plans, and decisions must be community-informed and led by people with disabilities, older adults and community members who are most impacted by this work.

Equal opportunity

All community members should have equal opportunity to fully and meaningfully participate in community life in Regina with autonomy and dignity.

Diversity & intersectionality

People with disabilities are a broad group of individuals with intersectional needs, priorities and perspectives. This includes Indigenous people who face the compounding barriers of accessibility, systemic racism and colonialism. Differences are respected and celebrated as a part of the diversity of the human experience.

Accountability

Accessibility initiatives must be clear and action-oriented, with tangible responsibilities, implementable outcomes and goals that are aligned across City departments.

Collaboration

Accessibility initiatives are a shared responsibility with collective effort required across City departments, all levels of government and the community.

“Planning for access shouldn’t envision a perfect scenario. Instead, the messiness of access needs to be acknowledged and trained for.”
— *Listen to Dis’, consultant’s report for City of Regina Adapted Recreation Plan*

Community engagement

Approach – What we did

This Plan is informed by a robust, multi-phase community engagement process. An engagement and communications plan was developed to reach and hear input from a wide variety of community members and organizations, including people with disabilities, older adults, advocates, community organizations, City staff and more. The project team applied a multi-layered approach to engagement that included the following components:



Phase 1

- Environmental scan and community snapshot:
 - A review of existing data, statistics, plans and policy—including provincial legislation—to assess the local context and the City’s efforts to-date in supporting accessibility in Regina.
- Indigenous engagement planning and partnerships
 - Partnership with Regina Treaty/Status Indian Services (RT/SIS) in developing outreach strategies to conduct meaningful engagement with Indigenous communities across and near Regina.
- Stakeholder scoping
 - Development of a comprehensive list of key actors for this project, including residents living with disabilities, older adults, caregivers and organizations that support or advocate for these groups.
- Interviews

- One-on-one interviews with 12 key actors to discuss the state of accessibility in Regina and identify priority barriers to address. Interviewees were offered compensation for their lived-experience expertise and time.
- Digital survey
 - A concise, plain language survey designed for the public to share input on the barriers and challenges that people face when accessing services, spaces or programs across Regina.
- Focus groups
 - Facilitated sessions designed to discuss the purpose of the Accessibility Plan, the barriers and challenges faced by participants, and ideas for priority actions the City should take to address accessibility. This included three digital and two in-person sessions open to the public, one session with representatives from the Accessibility Advisory Committee and one session with Indigenous Knowledge Keepers at RT/SIS. Participants were offered compensation to reflect their lived-experience expertise and to value their time.
- Community Pop-ups
 - In-person, interactive events hosted at five popular destinations to reach people who might not otherwise participate in other engagement activities and to provide them with the opportunity to share their priorities for the Plan. These included a pop-up at the Sandra Schmirler Leisure Centre, two pop-ups at RT/SIS, a pop-up at The Nest shelter and a booth at Queen City Pride.

These activities were supported by a comprehensive communications campaign that included a project webpage (www.regina.ca/accessibility) to promote engagement activities and encourage the broader public to participate.

Over 475 people participated in the engagement process through a range of activities. This included:

- 12 interviews
- 223 survey responses
- 160+ pop-up attendees
- 80+ focus group participants
- 14+ non-profit organizations engaged

Phase 2

Following the development of draft recommendations and actions, there was a re-engagement process with community. This involved the following components:

- Online questions and feedback: An update on the engagement and summary of the draft recommendations and actions was shared on the City's BeHeard site. Residents could provide feedback or ask questions through a Q&A feature directly on the site, or by emailing accessibility@regina.ca.
- 2 focus groups (one online and one in person)
- Sector Reference Group – presentation and feedback from non-profit organizations working with people with disabilities
- Accessibility Advisory Committee – presentation and feedback

Information on the publicly accessible re-engagement opportunities (the first two bullets above) was shared on the City's social media networks. They were also distributed to community members who had previously engaged in the consultations and non-profit organizations that work with people with disabilities, with a request for them to distribute to their networks. The Sector Reference Group and Accessibility Advisory Committee sessions were only open to members of those groups, and communicated directly to them.

In total, 291 people viewed the project update page on BeHeard, 94 people downloaded the Summarized Priorities, 63 people downloaded the What We Heard Summary, and 17 people participated in the Q&A feature or re-engagement sessions.

Findings – what we heard

Participants identified a lack of clarity and consistency around what “accessible” means in Regina as a major challenge. They also shared that “an accessible Regina” should look like:

- A city that is accessible for all, regardless of age or ability.
- A city where people with disabilities are welcomed into the community.
- A city where every new building and space is accessible.
- A city that is:
 - Affordable.
 - Well-connected and safe for walking and rolling.
 - Educated and aware.
 - Accountable.
- A city that includes the perspectives of people with disabilities.

Three key community priorities emerged through discussion in focus groups, interviews and at pop-up events that apply to all service delivery areas:

1. “Nothing about us, without us” — people with disabilities must be included early in the stages of a project for decision-making and planning
2. Collaboration with community organizations
3. Dignity and respect

In general, survey results showed that the most common barriers faced by participants when using the City of Regina’s services and programs were:

1. **Roads and sidewalks**, as indicated by 79% of respondents
2. **Transportation**, as indicated by 54% of respondents
3. **Built environment**, as indicated by 48% of respondents
4. **Information and communication**, as indicated by 41% of respondents
5. **Cost**, as indicated by 35% of respondents

Specifically, the top barriers for each service area, as identified and ranked by proportion of survey respondents, are summarized in the following table:

Table 3. Top-ranked barriers by service delivery area

	Built environment	Transportation	Employment	Programs and services	Information and communication	Financial services and funding
1	Park features are not accessible (47%)	Sidewalks are in bad condition and or not accessible (75%)	Job postings require things that are not needed for the job (39%)	It is hard to find out what accessibility features the City offers for specific programs or services (40%)	It is hard to find information by phone or without a computer (50%)	Online payment systems are not accessible (30%)
2	There are not enough accessible toilets at City facilities (39%)	Snow removal is too slow (64%)	There are not enough jobs for people with disabilities to work at the City (39%)	City programs or services are too expensive (31%)	Not enough accessible communication and information in languages other than English (25%)	
3	Recreation facilities are not accessible (33%)	Buses are not frequent enough (39%)	Hiring processes are not accessible (34%)	City staff are not trained to support neurodiverse people (29%)		

Note: within the survey, “sidewalks” and “snow removal” were listed as barriers under Transportation. During subsequent public engagement activities, these barriers emerged as priorities within both the Built Environment and Transportation. Based on feedback from public and staff engagement, resulting actions for these key barriers were re-categorized under the Built Environment for clarity. See “Priorities and Actions” on page 24.

The overarching priority barriers under each service delivery area are summarized below. These barriers were heard across all engagement activities, including the survey, focus groups, interviews and pop-ups.

Built environment

1. Sidewalks: Regina is not a walkable or rollable city because sidewalks are not reliably available, are often in poor condition and are not well-maintained.
2. Washrooms: insufficient accessible washrooms across the city.
3. Parks, public and open spaces, specifically:
 - a. Many paths and trails are not accessible (lack of clear routes and proper paving).
 - b. Insufficient seating along City-owned parks and pathways.
 - c. Parks and other public and open spaces don't have enough accessible features (e.g., washrooms, playgrounds, drinking fountains).

Transportation

1. Snow removal: insufficient snow clearance creates significant barriers to transportation.
2. Sidewalks: lack of sidewalks and pedestrian ramps, as well as a lack of maintenance, creates challenges for accessing bus stops and transportation in general.
3. Public transit and Paratransit: services are not sufficient (hours, frequency, availability), making public transit an inefficient and unappealing option.



Employment

Many participants noted that they did not have significant experience with employment at the City, so they shared their input on employment barriers broadly:

1. Not enough employment opportunities for people with disabilities: lack of suitable, properly compensated roles, as well as a lack of flexibility for working reduced hours or remotely.
2. Application and hiring process is a barrier: accessibility is not often considered – from the online application process to job descriptions listing unnecessary requirements to the interview process.
3. Lack of policy and procedures related to accommodations for staff with disabilities: inadequate accommodations to support staff success and a lack of information about the accommodations that do exist.

Programs, services and financial

1. Limited adapted or inclusive recreation programs options for people with disabilities: particularly for young children, older adults and people needing low-stimulation or sensory safe zones.
2. Insufficient training: frontline staff require training on supporting all people with disabilities.
3. Online payment and registration processes for many programs and services is a barrier.

Communication

1. Reliance on digital materials: a barrier for those without access to digital tools.
2. Lack of information on accessibility accommodations/services in the city: including who to contact at the City.
3. Lack of American Sign Language (ASL), closed captioning, and Computerized Note-Taking Services (CNS) available and/or offered across Regina.

Procurement

Most feedback received about procurement was general:

1. City's procurement process could be more transparent and accountable.
2. Small organizations, including those that are disability-led, face more barriers than those that are larger, more established and not disability-led.

Ideas for motivating change

Participants shared their ideas on how the City can ensure the Accessibility Plan will motivate change and achieve its desired outcomes. Proposed ideas included:

- Prompt action with incentives and requirements.
- Monitor impacts and results.
- Invest in accessibility through a dedicated budget and resources.
- Adopt a forward-thinking mindset, starting with short-term wins.
- Engage and bring more awareness to accessibility.
- Involve and empower the community.
- Lead by example.

See Appendix C for the full What we heard report.



Recommendations and actions

The Plan provides a framework to advance accessibility in Regina through short, mid and long-term actions to be implemented over the next one to ten years. This includes over 60 recommended actions across six service delivery areas, as well as a “General” area, which includes actions that apply across all areas of service delivery. The actions include both City-wide initiatives and targeted approaches. Further, they build upon ongoing work that has been accomplished to date and respond to identified community needs. The Plan focuses on actions that advance accessibility in the City and are not currently addressed through existing City strategies.

The actions are organized into the following:

1. General
2. Built Environment
3. Transportation
3. Communication
4. Employment
5. Programs, Services, and Financial
6. Procurement

Within each service delivery area, the actions are organized into priority themes that reflect the key barriers identified through community engagement. During engagement, “sidewalks” and related barriers were categorized under both Transportation and the Built Environment. For clarity, and to ensure accountability and feasibility of implementation, the resulting recommended actions for sidewalks (and snow removal) have been arranged under the Built Environment only.

The service areas identified in the Plan are aligned with the Accessible Canada Act. The actions in the Plan are intended to be implemented on a timeline of **short-term (1-2 years)**, **mid-term (3-5 years)**, **long-term (6-10 years)** and ongoing. The Plan will be reviewed every two years with the work adjusted as needed.

The City has established a baseline for its current state and capacity to address accessibility in the community. The City is well-positioned to integrate new initiatives and policies that will make a tangible impact on accessibility for residents and visitors of Regina.

General

The following actions are not specific to one service delivery area.

1. Ensure ongoing engagement and accountability throughout implementation of this Plan

- 1.1. Develop a process to report annually on the progress achieved as outlined by the Accessibility Plan, and to review and update the Plan every two years – Short-term
- 1.2. Transition the project team for the development of the Accessibility Plan into an ongoing community of practice, where representatives from all departments meet on a regular basis to develop and sustain existing expertise on accessibility throughout the corporation – Short-term
- 1.3. Define corporate language and a City-wide approach to accessibility and universal design, to be applied consistently across all departments – Short-term
- 1.4. Create a plan for ongoing engagement with people with disabilities and older adults, ensuring that remuneration for lived expertise is included – Short-term
- 1.5. Explore opportunities to increase engagement and impact of Accessibility Advisory Committee – Short-term
- 1.6. Work with third-party vendors currently contracted by the City to ensure their platforms are accessible – Ongoing

Built environment

An accessible built environment directly enhances social inclusion by promoting dignity and independence for people accessing and participating in Regina's spaces, programs and services. Accessibility in the built environment refers to the ease with which individuals can move and navigate throughout the City's facilities and parks, regardless of their physical ability or disability. It involves the ability to safely and independently engage with programs in City facilities and effectively move through the urban landscape.

This plan addresses City-owned and -maintained aspects of the built environment, including City-operated parks, open spaces, trails, sidewalks, buildings (such as recreation facilities, cultural spaces and City Hall), and utility services infrastructure (such as solid waste, recycling, wastewater, snow removal).

Recommendations and actions:

2. Improve snow removal on City sidewalks and streets

- 2.1. Conduct a sidewalk plow pilot, alongside current road snow-clearing – Short-term
- 2.2. Review the current capacity of the Snow Angels Community Grant program and develop a plan to expand or supplement it – Short-term
- 2.3. Implement a new snow removal app and identify ways to integrate accessibility features and considerations into future app updates – Short-term
- 2.4. Define priority areas for sidewalk clearing and expand sidewalk snow removal accordingly. Consider including bicycle lanes and multi-use pathways – Short-term
- 2.5. Ensure snow on sidewalks is cleared within 24 hours downtown and 48 hours in other areas – Short-term
- 2.6. Encourage the public's participation in prompt snow clearing – Short-term

3. Improve sidewalks and other pedestrian infrastructure

- 3.1. Enhance accessibility and safety of pedestrian infrastructure for individuals who are blind or who have low vision.
 - a. Upgrade a minimum of 15 traffic signal locations annually from standard pedestrian activators to accessible pedestrian signals (APS) – Short-term/Ongoing
 - b. Continue to work with CNIB to expand access to audible wayfinding within the city – Mid-term
 - c. Ensure a pedestrian app compatible with the City's APS system is activated and working properly, enabling people to activate the APS by phone – Short-term
- 3.2. Review and implement signalized pedestrian crosswalks to increase safety and visibility of pedestrians crossing the street – Mid-term
- 3.3. Establish a sidewalk accessibility and quality working group, including members of all relevant City departments – Short-term
 - a. Communicate the objective for the number of sidewalk distresses repaired annually – Short-term
 - b. Ensure Pedestrian Connectivity Program upgrades are prioritized using an accessibility lens – Short-term
 - c. Ensure On-Street Bike Lane and Multi-Use Pathway Program upgrades are prioritized using an accessibility lens – Short-term

- d. Increase the budget dedicated to sidewalk maintenance, with additional funds to address the backlog of repairs including utility cuts, trip hazard removal, and irregular ramps – Short-term
- e. Review criteria for prioritizing sidewalks for inspections and repair – Mid-term
- 3.4. Communicate service-level agreements for timelines on repairs after sidewalks are torn out, disturbed or otherwise temporarily out of service – Short-term
- 3.5. Install new pedestrian ramps at all street corners when replacing sidewalks. Consider including park access locations. Ensure that the ramps logically connect on either side of the street, creating a complete path of travel – Short-term
- 3.6. Ensure that sidewalk design standards include pedestrian ramps at all corners and are perpendicular to crosswalks – Short-term
- 3.7. Fulfill the Transportation Master Plan’s goal to create a Complete Streets Framework. Ensure the Framework includes best practices on material, slope, use of Tactile Walking Surface Indicators (TWSIs), sidewalk-driveway interactions, median refuges, location of benches and potential obstructions (garbage cans, signs), crosswalks and pedestrian activated crossing signals – Mid-term

4. Improve accessibility of City facilities

- 4.1. Complete the Accessible Signage policy roll-out by communicating with all relevant business areas and developing a process to monitor and ensure that standards are being upheld – Short-term
- 4.2. Integrate the Accessible Signage Policy and the recommendations from the accessibility audits into the design of wayfinding when upgrading wayfinding in City facilities – Short-term
- 4.3. Complete the remaining accessibility audits for 40 public-facing City facilities – Complete
- 4.4. Complete accessibility audits for additional City buildings, including other public and non-public facilities – Mid-term
- 4.5. Develop a strategy to address priority recommendations, including emergency system upgrades, as identified in the accessibility audits of public-facing City facilities – Short-term
- 4.6.
 - a. Develop a universal design policy to inform all aspects of built environment utilizing industry best practices (such as The Rick Hansen Foundation Accessibility Certification, or CSA B651-23).

- b. Develop or adopt design standards for all new or renovated City facilities. Include interior and exterior elements.

5. Improve accessibility of City parks and playgrounds

- 5.1. Ensure an accessibility lens is applied to the City's forthcoming washroom strategy for parks – Short-term
- 5.2. Ensure an accessibility lens is applied when identifying parks for renewal and investment – Ongoing
- 5.3. Review and update standards for parks and outdoor recreation spaces to align with overarching accessible design policy developed in 4.6 – Ongoing
- 5.4. Complete the development of Accessible Playground Standards, in consultation with community – Short-term

6. Support the private sector to improve accessibility of privately owned properties and facilities

- 6.1. Review the Revitalization and Intensification Incentive Programs with an accessibility lens to ensure they support accessibility upgrades for privately owned buildings.

Transportation

Accessible transportation—including bus service, taxi and ride-hailing services—is essential for ensuring that people with disabilities and older adults are able to fully participate in the community and remain independent in their homes. Accessible transportation opens the door to greater opportunities for community integration, including employment opportunities, recreation, socialization and access to essential services like healthcare. Not everyone owns or can rely on a personal vehicle. An integrated, accessible transportation network supports environmental sustainability and the social fabric of the City.

Recommendations and actions:

7. Improve accessible taxi service

- 7.1. Approve and implement the proposed bylaw updates for providing additional accessible taxi licences – Short-term

- 7.2. Develop central scheduling and dispatch for all accessible taxi services, expanding the integrated transit service delivery model detailed in the Regina Transit Master Plan – Short-term
- 7.3. Develop and deliver comprehensive disability awareness training for both accessible and non-accessible taxi drivers, and securement training for all accessible taxi drivers. Require taxi staff to have refresher training every 24 months – Short-term

8. Improve transit accessibility

- 8.1. Fulfill the Regina Transit Master Plan goals and implement all recommendations related to accessibility. Consult the disability community around recommendations for prioritizing initiatives – Mid-term
- 8.2. Fulfill the integrated transit service delivery model detailed in the Regina Transit Master Plan. Conduct regular reviews of the model's impact on accessibility – Short-term
- 8.3. Increase transit funding to increase bus frequency and service hours – Short-Mid-term
- 8.4. Review transit and paratransit disability awareness training and improve accordingly. Require all transit and paratransit staff to participate in refresher training in disability awareness and securement every 24 months – Mid-term
- 8.5. Review braille signage at bus stops and ensure that it is at the right height/location and correctly communicates the intended information – Short-term

Communication

As technology advances, there are more opportunities and ways for individuals with disabilities to obtain information and participate in community discussions. Accessible information formats and diverse communication methods improve access to information for everyone.

Opportunities to access digital information have improved significantly in recent years, especially with the integration of closed captioning in digital meeting software and the ability to offer digital and hybrid events.

Many engagement participants shared that people need to be aware of the specific accessibility features that a given space, program or service offers, so that they can determine for themselves if it meets their individual needs. When people with disabilities have this level of

information, they can more effectively assess available opportunities, programs and services, which can then help increase participation in the community and reduce social isolation.

Recommendations and actions:

9. Enhance communication regarding accessibility features and services

- 9.1. Develop a strategy to communicate existing accessibility features to the public – Short-term
 - a. Communicate accessibility features of conventional transit – Short-term
 - b. Review and update the City of Regina’s “Accessibility” webpage. Ensure it is easy to find and provides information and links to adaptive and inclusive programs, information, and services – Short-term
 - c. Review and update listing of accessible features in City spaces, programs, and services. Make this list available both digitally and in print, and update and distribute it annually – Short-term
- 9.2. Develop a process for fielding questions or concerns related to accessibility – Short-term
- 9.3. Share “good news” stories about work the City is doing to advance accessibility – Ongoing

10. Improve the Accessibility of City of Regina Communications

- 10.1. Develop an Accessible Communication Policy that outlines the standards of practice and procedures for communications across all City documents, forms, bills, meetings and events – Short-term
 - a. Implement the Accessible Communication Policy across all City departments – Short-term
 - b. Hire a staff member—or engage a consultant—who specializes in accessible documents, digital accessibility, and technology – Short-term
 - c. Develop a policy or set of best practices for hiring ASL interpreters and providing captions and CNS (Computerized Note-taking Services) for City events, Council meetings, and announcements where important information is disseminated by the City – Short-term
- 10.2. Develop a system for ensuring that all key City communications are available in digital and non-digital formats – Mid-term

Employment

As a significant employer in the region, the City of Regina has a responsibility to offer inclusive employment opportunities. In doing so, it supports the representation of diverse perspectives in the City and allows members of the community to see themselves reflected in the workforce. Accessibility in employment includes ease of access to the City's hiring processes, procedures for providing accommodations, and the types of accessibility accommodations that are provided throughout the hiring process and overall employment cycle.

Inclusive employment, as part of the City's Equity Diversity & Inclusion (EDI) framework, ensures that the entire community sees themselves as being able to participate in employment opportunities with the City. Hiring people with disabilities creates huge benefits to the organization as well. On average, an employee with a disability is 72% more likely to stay in their position, and 90% performed equally or better than their coworkers without disabilities. Due to the nature of managing barriers in everyday life, a person with a disability is also six times more likely to be innovative and effectively anticipate change.⁸

Recommendations and actions:

11. Improve staff competency related to accessibility and disability

- 11.1. Identify or develop appropriate disability and accessibility awareness training, and make training mandatory for all City staff including for all new hires through the onboarding process – Short-term
- 11.2. Establish equity, diversity, inclusion, and accessibility training as mandatory for managers, directors, and executive directors – Mid-term
- 11.3. Review current training offered to the Talent Acquisition team to identify ways of making it more inclusive – Mid-term

12. Increase recruitment and hiring of people with disabilities

- 12.1. Develop and implement an inclusive hiring strategy that addresses accessibility concerns related to recruitment (including the accessibility of job postings and ability to apply) and supports the entire onboarding and promotion cycle of an employee with a disability.

⁸ Hiring People with Disabilities is Good for Business in "New Normal." Presidents Group. 2020

- a. Review the application process and implement strategies to improve the accessibility of applying for jobs – Short-term
 - b. Reposition the City’s Accessibility and Accommodation Statements from the bottom of job postings, to the top, to feature them more prominently – Short-term
 - c. Continue to deepen and strengthen the Talent Acquisition team’s community partnerships with 4to40, Creative Options Regina, Autism Resource Centre, and other groups – Short-term
 - d. Re-work the employee declaration form to define when self-declaration is included and why it is useful to the organization. Describe the benefits of declaring – Short-term
 - e. Develop a job carving program to place people with disabilities in roles specifically designed to meet their needs and capacities, and then bridge those employees into standard City positions – Mid-term
- 12.2. Review new job postings to ensure that they are reflective of the true work requirements such as the need for a driver’s license or being able to lift a minimum requirement – Mid-term/Ongoing

13. Develop and improve policies and processes for workplace accommodations

- 13.1. Explore opportunities to remove barriers to flexibility in working hours, including offering roles that are less than full-time or offering roles as Full Time Equivalent (FTE) – Mid-term
- 13.2. Improve and communicate the disability case management program (including accommodation process) – Short-term
- 13.3. Formalize workplace accommodation process for recruitment and onboarding of new employees – Short-term



Programs, services and financial

The goal of increasing accessibility of Regina's services and programs is to enhance meaningful participation in community life by people of all abilities and ages. Integrating accessibility in the planning processes for City services and programs minimizes the necessity for last-minute modifications or accommodations and encourages individuals to participate in community programming, rather than self-selecting out with the assumption that their accessibility needs may not be met. Improving access to programs and services contributes to a more interconnected, healthy and inclusive community.

Leveraging and learning from the Adapted Recreation Plan's initiatives, Regina has the opportunity to improve accessibility within all City programs and services – from events to grants to bill payments.

Recommendations and actions:

14. Improve accessibility of existing programs and services

- 14.1. Implement the Adapted Recreation Plan approved in 2022 – Ongoing
- 14.2. Consider expanding the Affordable Access program and Water, Tax and Waste Affordability programs to people with disabilities – Short-term

15. Improve accessibility at events organized by the City and/or within City spaces

- 15.1. Review accessibility offerings at City-run events and develop a plan to integrate best practices (such as elevated viewing platforms, accessible toilets, maps, parking, and ASL) – Mid-term
- 15.2. Develop an accessibility best practices checklist to support event coordinators during the planning process of events booked at City facilities and spaces – Short-term

16. Remove barriers to accessing financial programs and services

- 16.1. Review the grant application process and related forms for accessibility and improve accessibility during future updates to the program – Mid-term
- 16.2. Make accessibility upgrades explicitly eligible for funding under the Home Rental Repair and Revitalization Programs – Short-term
- 16.3. Ensure and publicize that opportunities to pay municipal taxes and fulfill other municipal financial obligations include both in-person and online options – Mid-term
- 16.4. When updating the design of utility bills, ensure the new design is reviewed with an accessibility lens – Short-term

Procurement

Procurement involves the process of seeking and obtaining goods and services. The goal of inclusive procurement is to ensure that the City not only collaborates with contractors who can supply fairly priced products or services promptly, but also incorporates considerations for accessibility and universal design during the bidding and proposal process.

An accessibility-oriented approach to evaluating the policies, practices and decision-making processes of vendors is essential to advancing accessibility in the City. Accessible procurement should incorporate accessibility into organizational structures, changing how the City purchases goods and services, weaving accessibility into the ethos of the organization, and allowing the City to offer more inclusive services for all residents.

Recommendations and actions:

17. Improve accessibility of procurement processes

- 17.1. Finalize and implement the Sustainable Procurement Protocol, including ensuring an accessibility lens is applied to the review of all proposals – Short-term
- 17.2. Clearly indicate in requests for proposals whether timelines are fixed, tentative, or flexible, and whether there are any other relevant accommodations – Short-term
- 17.3. Review Indigenous Procurement Policy and assess whether any of the strategies or approaches adopted in that policy should be adopted with regards to firms owned or operated by people with disabilities – Short-term
- 17.4. Review the impact of the Sustainable Procurement Protocol on accessibility, including representation of successful vendors with disabilities – Mid-term

Key outcomes

In addition to the priorities and actions outlined above, the following list summarizes the key outcomes that can be used to measure the Plan's mid- and long-term impact on increasing accessibility in Regina.

- Accessibility is regarded as a key, collaborative and corporate responsibility across all City departments.
- Staff capacity around accessibility and disability awareness has increased through training opportunities and educational resources.
- Each department has developed an understanding of its current state and level of progress towards advancing future accessibility efforts.
- Residents with lived experience are included in and contribute to early stages of planning and development for City-led projects, policies and plans.
- Transportation, including snow removal and sidewalk maintenance, are prioritized for accessibility.
- Communication of accessibility features, programs and services are made readily available to residents.
- Communications include accessibility best practices (such as captions, ASL, alt-text and transcriptions) on the website and other digital platforms and social media.



Conclusion

This Accessibility Plan represents the City's commitment to advancing accessibility and becoming an age-friendly city, while centering the voices of people with disabilities and older adults.

Alongside new provincial regulations, the City of Regina is demonstrating its commitment to accessibility by prioritizing strategies and actions that remove and prevent barriers to participation in civic life for people of all ages, abilities and backgrounds.

Accessibility has benefits for all people in Regina. When people with disabilities are given the tools to actively engage in and shape the community, their lived-experience perspectives can help create a City that is not only accessible, but welcoming and inclusive to everyone.

Appendix A: Glossary of terms

The terms of accessibility and disability are complex and ever-changing as society grows and develops. The Saskatchewan Government defines **Accessibility** as follows:

“Accessibility means that all people can take part in their communities through work, play and other daily activities. Accessibility is about removing barriers so people can feel included and have independence. Accessibility is important for everyone, especially people with disabilities.”⁹

Accessible Pedestrian Signage (APS): “Provides auditory, visual and tactile information so that a person with vision and/or hearing loss will know when it’s safe (i.e., when the walk phase begins) to cross at a set of traffic signals. In addition, an APS may provide information to help a person with blindness travel in a straight line across a street or roadway.”¹⁰ APS was previously referred to as audible pedestrian signals.

Accommodations: Reactive measures that seek to remove barriers caused by inaccessible design, programming or processes.¹¹

ALT-Text: Also known as ‘alternative text,’ explains the look or purpose of an image, chart or other visual information. Screen readers, used by individuals who are blind, read the ALT-text aloud, allowing them the full experience of the information provided that is otherwise only available to those with full vision.

American Sign Language (ASL): “A complete, natural language that has the same linguistic properties as spoken languages, with grammar that differs from English. ASL is expressed by movements of the hands and face”.¹²

Attitudinal barriers: When barriers are created by people acting upon false ideas when interacting with people with disabilities.

⁹ The Accessible Saskatchewan Act - Summary | Accessibility Legislation for Saskatchewan, 2023

¹⁰ Clearing our Path. CNIB Foundation, 2019

¹¹ Accessibility Vs. Accommodation, Accessibility @ UW-Madison, 2023

¹² What Is American Sign Language (ASL)?, National Institute on Deafness and Other Communication Disorders, 2021

Barrier: “Anything that hinders the full and equal participation in society of a person with [a disability]. Barriers can be caused by environments, attitudes, practices, policies, information, communications or technologies, and affected by intersecting forms of discrimination.”¹³

Braille: “A form of written language for [people with sight loss], in which characters are represented by patterns of raised dots that are felt with the fingertips.”¹⁴

Communication Access Real Time (CART): “The live, word-for-word transcription of speech to text so that individuals can read what is being said in group settings and at personal appointments on a laptop or a larger screen. CART services can be provided on-site or remotely, in both English and French, via a secure website.”¹⁵

Disability: A complex term that is based on a person’s physical body experiencing barriers created by the environment that prevent a person from fully participating in the community to the greatest extent possible. Many members of the disability community prefer the term disability, however this is not necessarily the case for everyone, and other terms may be preferable for some members of the community.

The Accessible Saskatchewan Act defines disability as: “Any impairment that, in interaction with a barrier, hinders an individual’s full and equal participation in society, and includes:

- (a) a physical, mental, intellectual, cognitive, learning, communication or sensory impairment;
- and
- (b) a functional limitation;

whether permanent, temporary or episodic in nature, or evident or not.”¹⁶

¹³ Accessible British Columbia Act. Government of British Columbia, 2021.

¹⁴ Braille - The Reading Fingers. Translate Plus, 2015

¹⁵ CART – Communication Access Realtime Translation, Canadian Hearing Services, 2023

¹⁶ The Accessible Saskatchewan Act - Summary | Accessibility Legislation for Saskatchewan, 2023

Equity: “Equity is the fair treatment and access to equal opportunity (justice) that allows the unlocking of one’s potential, leading to the further advancement of all peoples. The equity pursuit is about the identification and removal of barriers to ensure the full participation of all people and groups.”¹⁷

Inclusion: “Inclusion is a universal human right and its objective is to accept, welcome and embrace all people irrespective of race, gender, disability, medical or other need. Inclusion consists of the efforts and practices to ensure groups or individuals with different backgrounds are culturally and socially accepted and treated equally.”¹⁸

Inclusive employment: Inclusive employment refers to a work environment that actively seeks to accommodate and integrate individuals with disabilities into the workforce.

Invisible disability: “A physical, mental or neurological condition that is not visible from the outside, yet can limit or challenge a person’s movements, senses, or activities.”¹⁹

Plain language: “A communication is in plain language if its wording, structure and design are so clear that the intended audience can easily find what they need, understand what they find and use that information.”²⁰

Multi-use pathways: “Off street pathways that are physically separated from motor vehicle traffic and can be used by any non motorized user. This includes people walking, cycling, skateboarding, kick scootering, in-line skating, and using other active modes. Multi-use pathways may also be referred to as shared-use pathways, multi-use trails and boulevard multi-use pathways.”²¹

Neurodivergent/neurodiversity: An umbrella term used to describe differences in the way people’s brains work. The term often refers to individuals with autism spectrum disorder but also can refer to other neurological differences including ADHD, sensory integration disorders, etc.

¹⁷ Inclusion, Diversity, Equity and Accessibility, Canadian Commission for UNESCO, 2021

¹⁸ What is Inclusion? Inclusion Ontario. 2022

¹⁹ What is an invisible disability? Invisible Disabilities Association, 2023

²⁰ What is Plain Language? Plain Language Network. 2023

²¹ British Columbia Active Transportation Design Guide. Government of British Columbia, 2019.

Tactile: Tactile information, signals and wayfinding provide the means for individuals to access information through touch, either by input through their hands (e.g. raised print) or information received by tapping a white cane.

Universal Design: “The design and composition of an environment so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability or disability.”²²

Wayfinding: “Wayfinding has the function to inform people of the surroundings in the (unfamiliar) built environment. It is important to show information at strategic points to guide people into the right directions.”²³

²² Centre for Excellence in Universal Design. National Disability Authority, 2020.

²³ Introduction to Wayfinding. Design Workplan. 2023

Appendix B: Environmental scan and community snapshot

Regina Accessibility Plan:
Environmental Scan and Community Snapshot
Prepared for the City of Regina - August 2023

Introduction

Regina, a city with a population of 226,404, stands out with a higher percentage (24.1%) of individuals aged 15 and over identifying as having a disability compared to the national average of 22% (based on 2017 census data). Further, the Age-Friendly Regina Report underlines that older adults, who currently make up 17.8% of Regina's population, are the fastest growing demographic group in Canada. It is therefore essential to make Regina more accessible to meet the needs of early one quarter of its population and ensure that seniors - a growing population that doesn't always identify as having a disability - are able to live and participate in society. Enhancing accessibility in the city will benefit many residents.

Examining the broader picture in Saskatchewan, people with disabilities face challenges in finding employment, with over half (50.3%) experiencing unemployment. Further, in 2012, 56.23% of the people aged 15 years and over living in Saskatchewan with disabilities who earned employment income, received below the equivalent of a living wage. Notably, disability-related complaints make up a significant portion of formalized complaints to the Saskatchewan Human Rights Commission. On a positive note, there are several programs in place that offer accessible transportation and recreational activities for individuals with disabilities. For instance, the City has adapted transit and an agreement for Accessible Taxi services catering to paratransit customers. The Province also has issued a substantial number (24,608) of Accessible Parking Programs Permits.

Documents Reviewed

For the Environmental Scan and Community Snapshot, the following documents were reviewed:

- Regina Adapted Recreation Plan (ARP)
- Regina ARP - Consultant Report
- Age Friendly Regina Report and Survey
- 2SLGBTQIAP+ Regina report
- Regina Transportation Master Plan
- Regina Community Safety and Well-being Plan
- Design Regina Official Community Plan
- Indigenous Procurement Policy
- The Accessible Saskatchewan Act
- My Accessibility Plan - Toronto
- Vancouver Accessibility Strategy
- Accessible Canada Act
- Accessible BC Act

Current Accessibility-focused Policies

The City of Regina has several policies with a clear focus on improving accessibility: The *Community Safety and Well-being Plan*; the *Adapted Recreation Plan*; and an *Accessible Signage Policy*. The City is

also currently working on *Accessible Playground Standards*. Further, the City is advancing accessibility in numerous departments by improving accessible hiring practices, enhancing accessible communications, offering staff training around accessibility, and improving accessibility at bus stops and shelters.

The *Regina Community Safety and Well-being* report surveyed residents on the accessibility of a range of facilities (Figure 1). Greenspaces and parks are the service area that residents find are most accessible. Programs for developing skills and abilities were the least accessible, likely due to the multiple factors that need to align for such sessions to be accessible: the building, timing, cost, process for booking spaces, and the availability of support people. The most common response on all other services areas (except transit) is “somewhat accessible,” which both underlines the value of Regina’s existing efforts on accessibility, and the progress that needs to be made. Accordingly, accessibility became one of nine Foundational Commitments in the *Community Safety and Well-being Plan*.

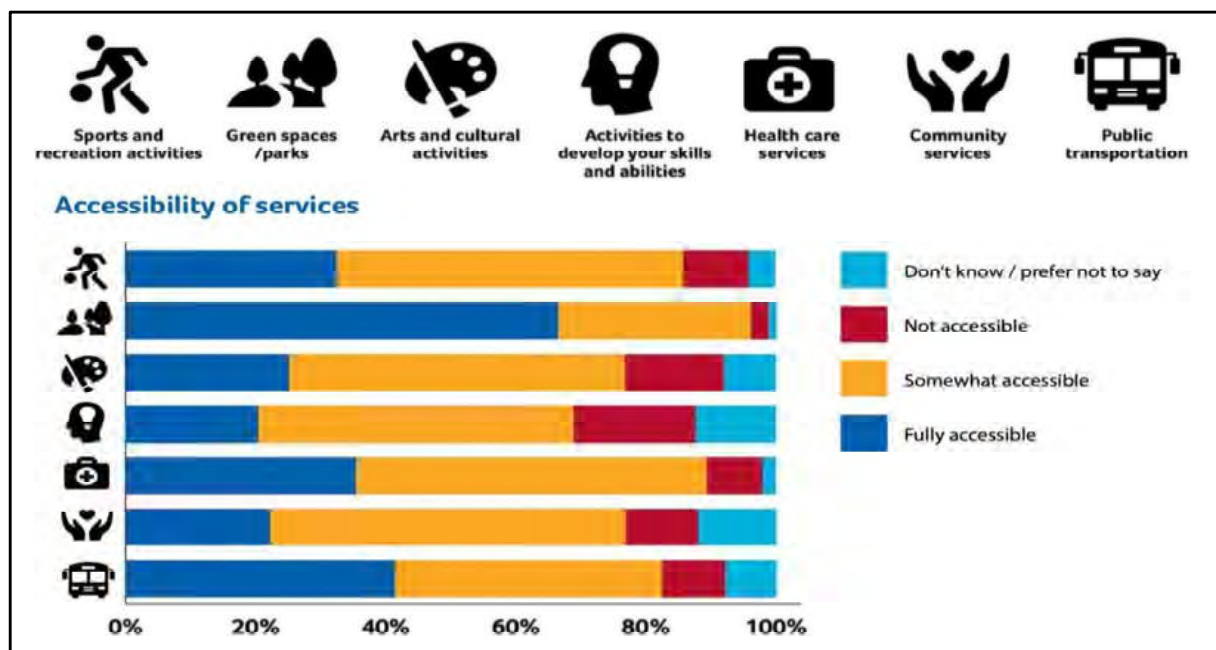


Figure 1: Survey results regarding the accessibility of services for the *Community Safety and Well-being Plan*

The Regina ARP Consultant Report found that the biggest barrier to residents accessing programming is the lack of information about these services (Figure 2). It is striking that this problem was mentioned more than accessibility barriers in the programs themselves, which was the second most common problem identified. Also notable were lack of trust, lack of transportation options, inaccessible entrances, and a lack of staff available to support people with physical and mental disabilities.

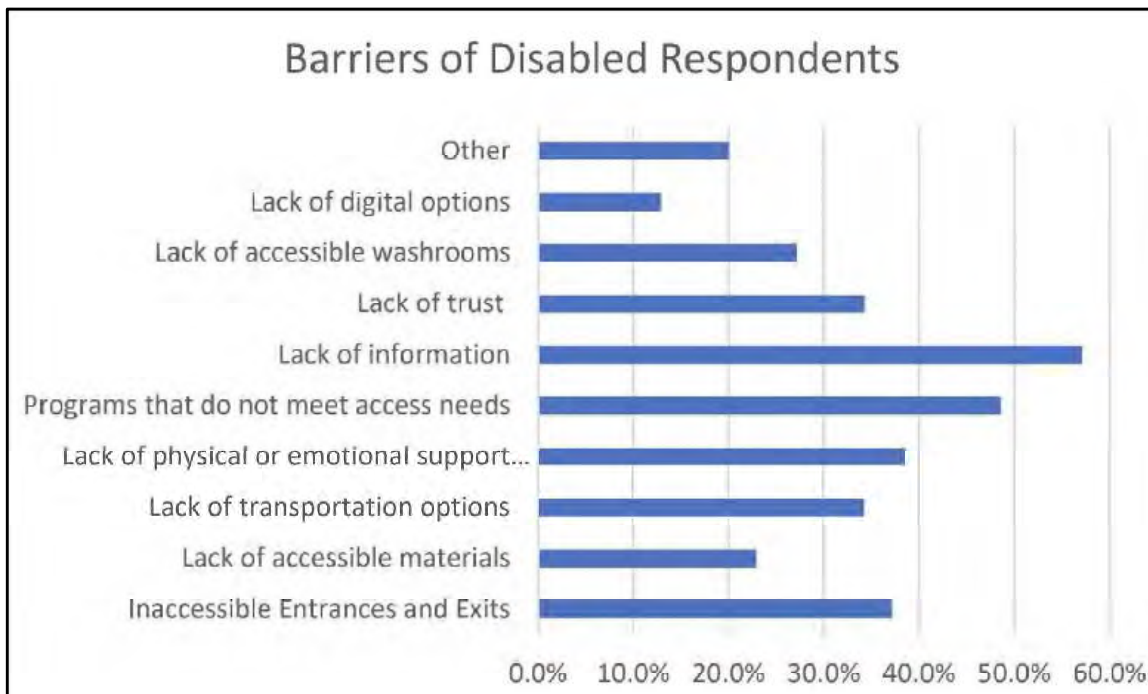


Figure 2: Survey results regarding barriers to accessibility, for the Adapted Recreation Plan

The ARP report emphasizes that substantial funding will be needed to address accessibility barriers, including for: improved communications, transit, paratransit, programming options, accessible recreation facilities, training current staff, and hiring staff with expertise and lived experience in accessibility. In response to this report, starting in 2022, the City allocated a \$1.02M budget to addressing these needs, with a focus on Recreation staff training, Paratransit expansion, communications improvements, program expansion and facility upgrades. From 2023 to 2027, \$2.5M of the capital budget (\$500,000 per year) has been allocated for accessibility upgrades to recreation facilities.

Cultural and Demographic groups

The *Accessible Canada Act* lists the following three groups that should be consulted in the development accessibility standards:

- A. “individuals with disabilities;
- B. individuals and other persons that support individuals with disabilities; and
- C. persons that are likely to be subject to the accessibility standards.”

There can be important distinctions between the needs of these groups, and one should therefore avoid adopting a “one size fits all” approach. Various reports emphasized the diversity of these needs: while neurodivergent people may need access to quiet rooms for mind-body regulation, diabetics may need access to safe needle-drop locations.

Key intersections within the disability community include: people with cognitive disabilities; people with physical disabilities; people with multiple disabilities; Indigenous and/or racialized people with disabilities; people with disabilities who are also low income; people with disabilities who identify as 2SLGBTQIA; youth with disabilities; and seniors.

Groups have different needs during consultation sessions as well. The CSWB report noted that many Indigenous consultation sessions were held online during the pandemic, which created challenges for how to conduct appropriate ceremonies for each session.

Accessibility by Service Areas

To help City staff apply an accessibility lens to work across all departments, without creating silos within each department, we have organized accessibility findings around six service areas. These service areas will also become the framework for actions to advance accessibility that emerge in the project recommendations. The service areas detailed below are:

- Built Environment
- Transportation
- Information and Communications
- Employment
- Services and Programs
- Procurement and Financial Services

Built Environment

The reviewed documents identified the following priority areas in the built environment.

Barrier of Sidewalks and Maintenance. The lack of maintenance and snow clearing for sidewalks can greatly restrict mobility. Gravel paths can also prevent people in wheelchairs from enjoying many parks. Reports also noted the importance of sidewalk maintenance and safety for elderly people. Wide, dangerous, high-speed intersections were noted as a major problem. Crossing times at large crosswalks should also last longer to give older adults and other slower-moving people more time to cross. There is also a need for more benches, to give people time to rest. Some areas lack sidewalks entirely, such as much of Regina’s East end.

The Regina Transportation Master Plan emphasizes the central role of accessible sidewalks for transportation, and prioritizes many of these same issues: improved pedestrian signals, curb ramps, and sidewalk maintenance. To achieve this, it proposes to update sidewalk design standards, improve the inspection and maintenance policies for sidewalks, identify and fill gaps in the sidewalk network, and direct funding to audible crosswalk signals. The plan sets a goal of creating a “citywide ... universally accessible walking experience.”

- *According to [CBC News](#), in 2021, there were 500 service requests regarding sidewalks in the City of Regina. The City monitors and maintains approximately 1,400 kilometres of sidewalks. Only about half are in good or excellent condition.*

Accessible Buildings. Residents face a wide variety of barriers when attempting to access buildings. Some infrastructure that are intended to add accessibility can create barriers: participants in ARP engagement reported that often, door openers do not stay open long enough or are not functional.

- *The City proposes to commit \$500,000 in 2023-24 to implement the results of the Rick Hansen Foundation Accessibility Audits at Recreation facilities.*
- *The City has also committed \$2,500,000 over the next five years.*

Barriers to accessing buildings can prevent residents from reaching programming that would benefit them. For example, people with diverse gender or sexual identities, who also have disabilities, struggle to access spaces that are intended for them in Regina, such as Q Nightclub, according to the 2SLGBTQIAP+ Regina Report.

Lack of Adequate Washrooms and Changing Spaces. One third of respondents to the ARP Consultation Report expressed frustration over the absence of fully accessible washrooms in community centers and rinks. The absence of accessible changing spaces means that many people with disabilities need much more time to participate in programming. These two gaps represent central barriers to using city facilities.

The 2SLGBTQIAP+ Regina report raises similar concerns about the lack of gender-neutral public washrooms and changing rooms for non-binary people, which means that a large number of people need to use a limited number of single-person, accessible washrooms, reducing their availability for people with disabilities.

- In the 2020 Age-Friendly City survey, 34% of respondents did not feel that there were enough accessible washrooms in Regina (45% did not know).
 - In the 2022-23 Age-Friendly City survey, 29% felt this way (52% did not know)

Accessibility for the Visually Impaired. The ARP Consultation Report notes the need for better lighting on streets, and for clearer yellow markings at the edge of roadways, to protect those with reduced vision. Intersections should also include audible pedestrian signals (APS) for people who are blind. The City has prioritized adding APS at intersections, however, many still do not have this important accessibility feature.

- *According to the [City of Regina](#), the city currently has 69 intersections equipped with Accessible Pedestrian Signals (out of 232 traffic-signalized intersections within the city). The City is committed to retrofitting six signalized intersections with APS each year.*

Accessibility for the Deaf and Hard of Hearing. Emergency alarm systems should not rely entirely on sound, but should also incorporate visual cues, such as flashing lights. Participants of the ARP consultation also expressed frustration with the over-reliance in some contexts (such as transit stations) on providing important information via loudspeaker. Providing information at City locations in both auditory and visual formats will ensure a greater range of Regina residents are able to access key communication around changes or even emergencies as they occur.

Neurodiversity Accessibility. ARP Survey respondents emphasized the need for people who are neurodivergent to have access to designated areas where individuals can retreat and re-regulate, so that they can then re-engage in programming. In this context, the focus was on recreation facilities; however, it is also relevant for other City facilities.

Lack of Accessible Equipment in Fitness Facilities. The majority of gyms are privately owned, and most do not provide accessible equipment. Participants of the ARP consultation recommended adding more hand bikes to City fitness facilities, or other machines that allow people in wheelchairs to easily transfer themselves into the active position.

Housing and Community

Design Regina emphasizes the need for accessible housing and communities. It calls for the construction of a greater abundance and diversity of accessible housing, so that people with disabilities can find housing appropriate for their needs and income. It calls for positioning accessible homes in accessible communities, in which residents can reach a range of transit, programs, services, parks, and employment opportunities without encountering barriers. In this way, people with disabilities can access everything they need, and older adults can age in place. The plan aims to achieve this, in part, through rules established in planning and subdivision.

According to [Statistics Canada](#), the share of publicly owned social and affordable housing assets that are barrier free²⁴ in Saskatchewan in 2020 were:

- 3.0% of single detached houses;
- 3.0% of semi-detached houses;
- 7.0% of row houses;
- 26.0% of apartment buildings fewer than five storeys and
- 100% of apartment buildings of five or more storeys.

Housing affordability was a major issue highlighted in Age-Friendly City engagement.

- In the 2020 survey, 55% of respondents felt that housing for older adults in Regina was not affordable.
 - In the ongoing 2022-23 survey, 51% of respondents report that housing in Regina is not affordable for older adults.
- In the 2020 Age-Friendly City survey, 48% of respondents felt there was not enough subsidized housing available for low-income older adults in Regina.
 - In the ongoing 2022-23 survey, 43% of respondents felt this way.

In 2016, the Mental Health Commission of Canada found that between 25% and 50% of people who are unhoused in Canada have a disability or mental health issue. A range of experts in the intersection

²⁴ Barrier free design: A building and its facilities can be approached, entered and used by persons with physical or sensory disabilities. They contain no architectural, design or psychological features that might prevent anyone, able-bodied or otherwise, from using the building or amenities.

of disability and homelessness recommend a Housing First approach for those experiencing homelessness and co-morbidities.

Transportation

Sidewalk Design, Maintenance and Snow Clearance

This issue is detailed above, under Built Environment; however, it is also important to note here.

Ensuring that all sidewalks include curb cuts and APS is an important step to advancing accessibility in Regina. The City is making advances in this regard, and having an annual measure of how many intersections have been improved - and how many remain in need of upgrade - will be important. Given that people with disabilities are less likely to own and drive their own car, accessible sidewalks are important for moving through the city, and even to simply reach a bus stop.

Sidewalk maintenance was also highlighted as a key issue in other documents, including the Regina Transportation Master Plan and Adapted Recreation Plan. Currently, about half of the 1,400 kilometres of sidewalk maintained by the City are in good or excellent condition. The remainder vary in condition; however, with such a large share in moderate, poor or unpassable condition, someone using a mobility device is unlikely to take a route that they don't know well because of the risk they reach a segment of sidewalk that they cannot pass. An adjacent issue here is lighting, which was highlighted as an issue in terms of walkability in the Regina Community Safety and Well-being survey.

- In the 2020 Age-Friendly City survey, 65% of participants did not feel sidewalks in most or all areas of their neighbourhood were well-maintained.
 - In the ongoing 2022-23 Age-Friendly City survey, 59% of respondents have felt this way.

Snow Clearance

As a city where snow may be present for nearly half the year, it is vital to accessibility that snow clearance on sidewalks be addressed in a comprehensive manner, by the City. The City has recently expanded its sidewalk snow clearance operations to cover approximately 250 kilometers of sidewalks. Snow clearance for the remaining 1100+ kilometers of sidewalks in Regina fall under the private responsibility of the adjacent property owners. The City recently instituted a new sidewalk snow-clearing bylaw, which requires homeowners to remove snow to the edges of the sidewalk, as close to the concrete as possible, or face a \$300 fine. However, there is still inconsistency in the clearance - timing, width and depth - and, crucially, also risks creating situations where people with disabilities, including seniors, who cannot shovel their own sidewalks, face penalization based on this new bylaw.

- In 2022, the [Snow Angels Community Grant](#) funded 11 organizations a total of \$100,003.33 to conduct the program that targets households where one or more members experience barriers to shoveling snow from their property and who would not otherwise be able to access snow removal services.
- The proposed 2023-24 City budget for Winter Roads Maintenance is \$8,597,000. This line includes winter maintenance activities to roads, alleys and sidewalks.
- In the 2020 Age-Friendly City survey, 55% of respondents did not agree that snow clearing in their neighbourhood was done in a timely manner so walking and driving were safe.
 - In the ongoing 2022-23 Age-Friendly City survey, 58% of respondents did not agree.

Public Transit

The Regina Transportation Master Plan underlines that transit “is especially important for residents with disabilities and reduced mobility,” and it is therefore a high priority to ensure it is accessible. It proposes to integrate accessibility as one of the central goals of its planning process. It will conduct an audit of all transit stops to ensure they are all accessible, and work with the city’s Accessibility Advisory Committee to find other improvements. It also expresses a desire to improve the paratransit system, but does not list specific actions. The Regina Community Safety and Well-being report notes that more frequent public transit stops are needed in accessible locations, or transit operators should have permission to let riders with disabilities off between stops

- In the 2020 Age-Friendly City survey, 29% of respondents felt that bus stops in Regina were convenient to use, and 29% also felt they were not convenient.
 - In the ongoing 2022-23 survey, 35% of respondents feel that bus stops are convenient to use, while 26% feel they are not convenient to use.

Paratransit

The ARP Consultation Report identifies transportation as a primary area of concern for people with disabilities and older adults. Paratransit in particular is a major area of concern. A major concern is the window of time in which people must be on the street or risk missing their ride. It can be hard for people to enjoy events when they feel anxious they may miss their transportation home. The 1-hour window for pickup makes it difficult for people to count on paratransit for appointments or fixed-start jobs; while the need to book well in advance undermines their ability to make spontaneous, flexible decisions. Respondents also expressed frustration that transit operators can be rough or rude while helping people onto vehicles.

- In 2022, the Paratransit system in Regina had 2,182 registrants.

- *The areas of the city where routes are most common are hospitals, recreation facilities, doctor offices, care facilities, churches, educational institutions, and malls.*
- *The average daily trips is 650 on weekdays and 225 during the weekend days.*
- *174,452 total rides took place in 2022.*
 - *35.6% of those passengers required a lift.*
- *The 2023-24 proposed City budget for Paratransit & Accessibility is \$7,302,000*
- *Regina received \$1,470,284 in grants from the Government of Saskatchewan as Transit Assistance for People with Disabilities in the 2021-22 budget.*
- *Starting in 2023, Paratransit added 2 new busses and 6000 additional service hours, specifically for recreation. This new service provides more flexibility than pre-existing Paratransit service.*

Parking

According to participants in the City's Age-Friendly Regina survey there is a shortage of accessible parking in busy areas. However, a comparison of survey feedback between 2020 and 2022-23 suggests this may be improving.

- In the 2020 Age-Friendly City survey, 40% of respondents said there was not enough accessible parking close to stores and services in Regina. This share has decreased to 27% in the 2022-23 survey, which remains open.

Accessible Taxis

There are limited accessible taxi services in Regina. In the last 10 years, the City has issued decals by lottery based on population. Currently, there are 18 decals in effect; however, there are only seven active accessible taxis operating in Regina. This gap has been attributed to rising costs of vehicles, broker fees, fuel and overall general cost of living increases. The City is currently revising the decal distribution process - moving from a lottery system to a system that rewards knowledge and experience around owning and operating an accessible taxi. As of July 2023, this bylaw change is in the process of taking place.

- *The proposed 2023-24 City budget allocates \$460,000 for Accessible Taxi Service Improvements*
- *The proposed 2023-24 City budget allocates \$646,000 for Transit On-Demand*

Information and Communications

Limited Awareness around Accessibility Offerings

Participants of both the Regina ARP Consultation Report and the Community Safety and Well-being Plan expressed that they often did not know about programs available to them, or whether programs

are accessible. This became evident during focus group sessions, when participants frequently let each other know about programs the others did not know about. Participants reported that they couldn't find a section on the City's website devoted to accessibility programs and services; however this section does exist. This suggests that greater awareness and digital wayfinding is required.

Accessibility Challenges on the City of Regina Website

Participants in the Regina ARP Consultation Report noted challenges in finding programs on the City's website or online leisure guide. This included limited screen-reader compatibility, not enough time to sign up for a program, "time-outs" while completing City forms and difficulty finding information about accessibility offerings for specific programs, or at specific facilities.

The City is currently updating the website to become WCAG compliant. In July 2023, the City also hired a Senior Communications Strategist with lived disability experience.

Defining Accessibility Offerings

Participants in the Regina ARP Consultation Report noted that accessibility offerings vary, even among City recreation facilities that are described as "fully accessible". The information on the City website about facilities does not equip people with the confidence that a facility is actually accessible. Rather than stating a facility is "wheelchair accessible" or "full accessible", participants recommended stating which accessibility offerings were available at each location and for specific programs.

- *In 2022 there were three communication panels in Gocki Park, Les Sherman Park and Regent Park that allow nonverbal individuals or people experiencing disabilities to share their needs or wants while using the park amenities.*

Employment

Employment issues in the documents reviewed focused on two issues: the widespread and chronic underemployment and diminished compensation for people with disabilities; and the need for employment access and meaningful roles within organizations such as the City of Regina. The first issue is detailed in an array of research on employment for people with disabilities in Canada. The second emphasizes the need for greater awareness and training among leadership and HR staff.

- *In 2017, the total number of employed persons with disabilities aged between 25 and 64 in Saskatchewan was 73,480. Of those employed persons, 32% required one or more workplace accommodations.*

- *In 2012, 56.2% of the people aged 15 years and over living in Saskatchewan with disabilities who earned employment income, received below the equivalent of a living wage for their work.*
- *Disability and employment complaints made up 67.1% of all complaints formalized by the Saskatchewan Human Rights Commission in 2021-2022 .*
- *2.1% of the workforce in the Provincial Government were people with disabilities. (2018)*
- *From April 1, 2021-March 31, 2022, the Entrepreneurs with Disabilities worked with 59 entrepreneurs with disabilities or health conditions of which 30 were new entrepreneurs, along with 26 persons who self-identified as women and five persons who self-identified as Indigenous persons. Thirty businesses were created, maintained or expanded during this fiscal year. The EDP staff provided a total of 261 business advisory services as well as 1,709 business information services to our entrepreneurs.*

Procurement

We did not identify any actions to enhance the accessibility of procurement in the documents reviewed. While no actions are currently being taken within these documents, there are steps – such as including accessibility as part of social impact evaluation criteria on RFPs and maintaining a list of firms owned by people with disabilities – that can be included to enhance accessibility in procurement processes. Following the completion of the document review, the project team learned that the City’s Procurement department is in the process of developing a Sustainable Procurement Protocol which will include a Supplier Assessment Tool that will score suppliers’ accessibility practices; this document was not reviewed within the scope of this environmental scan as it was not complete.

Programs and Services

Access

ARP Consultation respondents emphasized that the cost of programs and transit represents a major barrier. Older adults and people with disabilities are disproportionately low-income, and their disabilities often impose major costs, some obvious, some hidden. Relatively small fees can therefore be prohibitive. Participants recommended lower-cost transit and leisure passes for people with disabilities, older adults, or low-income people more generally. Lower-cost access to personal support workers would also enable people to attend more events. These recommendations align with a goal of Design Regina: to “establish programs and a fee structure to ensure that City programs, services and facilities are affordable, accessible, and welcoming to all residents of Regina.”

- *The [City](#) currently has 10 inclusive and adapted recreation programs (ranging from swimming to art).*

- *Informed by recommendations from ARP, the City also launched an Inclusion Support Service in 2023. The program is for anyone who may need support and/or guidance in program selection, overcoming barriers to participation and navigating the process of accessing recreation; as well as anyone who may need support staff within programs for emotional and social companionship, cognitive and behavioural support, adapting program activities and equipment.*

Intersectional Accessibility

The 2SLGBTQIAP+ Regina Report emphasizes that it is often difficult for people with disabilities to participate in programs intended for people with diverse genders or sexual preferences due to the lack of accessible spaces. One problem is that many of the spaces dedicated to these groups lack the necessary funding to make their spaces accessible. There is a need for specific space and programming for these groups. The report recommends creating all-body swimming and gym time, and all-gender youth sports, in contexts that are fully accessible.

- *The City budget includes an annual \$200,000 for a program intended to fund smaller facility improvement projects that will permit recreation program changes and accessibility improvements, improving the customer experience at the major recreation facilities.*
- *The City has started an All Bodies Swim pilot program for people who are transgender, non-binary and/or gender non-conforming, and their allies.*

Attitudes and Assumptions

Consultation respondents express that some city services are less accessible than they could be due to attitudes and mistaken assumptions. For example, many services are designed under the assumption that people with physical disabilities will arrive with someone to help them, which often is not the case. This assumption can place serious financial and social burdens on people with disabilities.

- *In 2022, the City granted \$1.7M to 50 community-based organizations through the Social Development stream of its Community Investment Grants Program.*
- *In 2022, the City funded \$203,790.90 to 12 different organizations under the [Adapted Sport & Recreation Grant](#)*

Integrated Public Health Strategy

There was a consensus among Community Safety and Well-being Plan consultation participants and many survey respondents that there is a lack of community services and programs to address multiple

issues in Regina, including addictions, mental health, homelessness, counseling, gangs, parenting, trauma, racism, stigma, poverty, employment, homophobia, ageism, etc.

Principles

The Community Safety and Well-being Plan details a series of Principles that are relevant to this project:

- **Accessibility:** We will ensure that everyone, including people with disabilities, has fair and equitable access to services, products and environments within Regina.
- **Anti-oppression:** We will recognize oppressions (systems of supremacy and discrimination perpetuated through differential treatment, ideological domination, and institutional control) that exist in society, seek to mitigate their effects and, ultimately, equalize the power imbalance in society.
- **Anti-Racism:** We will actively oppose racism by supporting changes and policies to advance economic and social life.
- **Collaboration:** We acknowledge the shared responsibility and need for collective action among all sectors to address local challenges and achieve change moving forward.
- **Diversity:** We value diversity and acknowledge that differences between people (such as race, gender, sexual orientation, class, age, country of origin, education, religion, geography, physical or cognitive abilities) are valued assets and commit to strive for diverse representation as a critical step toward equity.
- **Equity:** We commit to systemic equity, which is the pursuit of fairness, justice, and a focus on outcomes that are most appropriate for a given group, recognizing different challenges, needs, and histories.
- **Intersectionality:** We acknowledge that multiple dynamics of privilege and oppression (i.e., race, gender, class, sexuality, age, ability, religion, citizenship/immigration status) operate simultaneously in complex and compounding ways and must be considered to fully understand oppression and how to address it.
- **Inclusion:** We will include and create space for different people and groups to engage in authentic and empowered participation, with a true sense of belonging and full access to opportunities.
- **Reconciliation:** We are committed to the Truth and Reconciliation Commission of Canada's (TRC) Calls to Action to establish and maintain a mutually respectful relationship between Indigenous and non-Indigenous Peoples in Canada through awareness of the past, acknowledgment of the harm that has been inflicted on Indigenous Peoples, atonement for the causes, and action to change behaviour.

Additional principles that are key to the development of this plan are detailed below.

A principle held by accessibility advocates, noted in multiple reports, is: **“Nothing About Us Without Us”** People with disabilities expect to play a central role in making decisions about accessibility programs and implementation. This is also reflected in the expressed desire by ARP engagement participants for the City to actively engage people with disabilities on projects that will impact them.

One participant in the Regina ARP Consultation expressed another powerful principle that summarizes the consistency and quality that accessibility practices should achieve: **“I don’t want to wonder if I’m welcome, I want to know that I’m welcome.”**

Age Friendly Saskatchewan’s approach to creating **“Age Friendly Cities”** supports Design Regina’s strategic outcomes relating to serving the needs of “vulnerable and marginalized populations including seniors and older adults, and overall social inclusion.” The age-friendly movement also focuses on ensuring policies, services and structures related to the physical and social environment enable people to ‘age actively’.

Not all principles are established locally. The Accessible Saskatchewan Act emphasizes that any accessibility act should meet the **United Nations Convention on the Rights of Persons with Disabilities**, to which the consultant team would add that any accessibility act should also meet the **United Nations Universal Declaration of Human Rights**.

Future Work

The Age Friendly Regina Report (2020) recommended against the City of Regina creating its own accessibility plan, while Saskatchewan developed its own Accessibility Act. However, the Accessible Saskatchewan Act is now going through readings, making this an appropriate time to pursue a plan for Regina specifically. Regina Community Safety and Well-being Plan (2021) also calls for creating a “shared policy frameworks to enhance the accessibility and inclusion of services” with 2-3 years.

The Accessible Saskatchewan Act sets the following top priorities:

- “making an accessibility plan;
- establishing the Accessibility Advisory Committee;
- creating the Saskatchewan Accessibility Office;
- identifying organizations required to follow the law; and
- making a process to provide feedback to government.”

The Act does not set deadlines for these actions, as the example of other provinces suggests that deadlines do not accelerate implementation.

The Regina Transportation Master Plan (2017) also lists a set of concrete actions for making the system more accessible:

- Create a “lead-by-example policy” in the short term, in which Regina will implement projects that demonstrate universal accessibility.
- Establish an internal Transportation Advisory Committee in the short term.
- “Integrate accessibility in overall transit planning process.”
- Invest in infrastructure to support more modes and accessibility in the medium term.

Appendix

Environmental Scan and Community Snapshot - Appendix A: Saskatchewan Statistics around Accessibility and Disability

- 24.3% of people aged 15 years and over living in Saskatchewan identify as living with a disability. 26% of women had a disability and 22% of men had a disability (2017) - [Statistics Canada](#)
 - In 2017, 22% Canadians aged 15 and older had a disability. 24% of women had a disability and 20% of men had a disability. - [Statistics Canada](#)
- In 2012, of the population aged 15 and over living in Saskatchewan without employment income, 29.9% were people with disabilities. - [Statistics Canada](#)
- In 2021, the [Accessibility Legislation Engagement Report](#) asked
 - “What type of disability do you, or someone you know, experience?” 891 participants responded. They could select more than one answer.
 - 64.8% Mobility
 - 39.6% Flexibility
 - 38.9% Mental Health
 - 38.6% Pain-Related
 - 34.1% Developmental
 - 32.5% Learning
 - 29.1% Dexterity
 - 23.9% Memory
 - 20.3% Seeing
 - 19.3% Hearing
 - 8.4% Other

- “What type of barriers do you, or someone you know, experience?” 886 participants responded. They could select more than one answer.
 - 75.6% Attitude Barriers
 - 74.8% Physical Barriers
 - 67.8% System Barriers
 - 55.0% Information and Communication Barriers
 - 40.4% Technology Barriers
 - 4.4% Other

Appendix C: What we heard report



What we heard report

Regina Accessibility Plan



September 28, 2023

Prepared by Happy Cities and Meaningful Access Consulting for the City of Regina

Executive summary

Introduction

The City of Regina (the City) is developing an Accessibility Plan to identify, remove, and prevent barriers to access in City spaces, programs, and services.

The goals of the Accessibility Plan (the Plan) are to:

- Gather input that is inclusive, meaningful, and respectful of the diverse voices in our community—of all backgrounds, ages, and abilities—in the spaces where they live, work, play, share, and learn. And, to ensure that the community feels represented in the plan.
- Identify, remove, and prevent barriers to equal participation that people with disabilities experience in the City’s public spaces, facilities, programs, services, and processes.
- Create a cohesive document that charts clear and tangible steps to improving accessibility across City offerings in Regina.

The Plan is being developed through a multi-phase process, led by a consultant team consisting of Happy Cities and Meaningful Access Consulting.

This report summarizes findings from community engagement, which included interviews with key stakeholders, a digital survey, focus groups, and pop-up events.

What we did

Overall, over 475 people participated in this engagement process through a wide range of activities. Community engagement included the following components:

- **Environmental scan and community snapshot:** A review of existing data, plans, and policy, including provincial legislation, to assess the City’s efforts to-date in supporting accessibility in Regina, and research on local statistics of people living with disabilities in Regina.
- **Indigenous engagement planning and partnerships:** Partnership with Regina Treaty/Status Indian Services (RT/SIS) to develop outreach strategies to conduct meaningful engagement with Indigenous communities across and near Regina.

- **Stakeholder scoping:** The development of a comprehensive list of key stakeholders for this project, including residents living with disabilities, seniors, caregivers, and organizations that support or advocate for these groups.
- **Interviews:** One-on-one interviews with 12 key stakeholders to discuss the state of accessibility in Regina and identify priority barriers to address.
- **Digital survey:** A concise, plain language survey designed for the public to share input on the barriers and challenges they have faced when accessing services, spaces, or programs across Regina. In total, 223 people completed the survey using the Be Heard Regina platform.
- **Focus groups:** Seven sessions designed to discuss the purpose of the Accessibility Plan, the barriers and challenges faced by participants, and ideas for priority actions the City should take to address accessibility. This included three digital and two in-person sessions open to the public, one digital session with representatives from the Accessibility Advisory Committee, and one session with Indigenous Knowledge Keepers at RT/SIS. Over 80 people attended focus groups.
- **Pop-ups:** In-person, interactive events hosted at popular destinations to reach people who might not otherwise participate in other engagement activities and to provide them with the opportunity to share their priorities for the Plan. These included a pop-up at Sandra Schmirler Leisure Centre, two pop-ups at RT/SIS, a pop-up at The Nest shelter, and a booth at Queen City Pride. Over 160 people were engaged across all pop-up events.

These activities were supported through a comprehensive communications campaign that included the development of communications materials and a project webpage (www.regina.ca/accessibility) to promote the engagement activities and encourage the broader public to participate.

What we heard

In general, a major challenge shared by participants was the lack of clarity and consistency around what “accessible” truly means in Regina. Participants shared that “an accessible Regina” should look like:

- A city that is accessible for all, regardless of age or ability
- A city where people with disabilities are welcomed into the community
- A city where every new building and space is accessible
- A city that is:
 - Affordable
 - Well-connected and safe for walking and rolling
 - Educated and aware
 - Accountable
- A city that includes the perspectives of people with disabilities

Several key themes emerged through discussion in focus groups, interviews, and at pop-up events. These included several barriers that applied across all service delivery areas, namely:

1. “Nothing about us, without us” — people with disabilities and older adults must be included in decision-making and planning, early in the stages of a project
2. Collaboration with community organizations
3. Dignity and respect

In general, survey results showed that the most common barriers faced by participants when using the City of Regina’s services and programs were:

1. **Roads and sidewalks**, as indicated by 79% of respondents
2. **Transportation**, as indicated by 54% of respondents
3. **Built environment**, as indicated by 49% of respondents

The top priority barriers under each service delivery area are summarized below, with corresponding survey results, where relevant.

Built environment

1. Sidewalks — Regina is not a walkable or rollable city because sidewalks are not reliably available, are in poor condition, and are not well-maintained (*overlapping with transportation, this was noted as a barrier by 75% of survey respondents*)

2. Washrooms — insufficient accessible washrooms across the city (*noted as a barrier by 39% of survey respondents*)
3. Parks, public and open space (*noted as a barrier by 47% of survey respondents*), specifically:
 - a. Many paths and trails are not accessible (lack of clear routes and proper paving)
 - b. Insufficient seating along City-owned parks and pathways
 - c. Parks and other public and open spaces don't have enough accessible features (e.g., washrooms, playgrounds)
4. Buildings are not reliably accessible, specifically:
 - a. Leisure/recreation centres aren't accessible enough, particularly for people who require low-stimulus spaces, and are lacking adequate changing facilities (*noted as a barrier by 33% of survey respondents*)
5. Lack of consideration of people with vision loss

Transportation

1. Snow removal — insufficient snow clearance creates significant barriers to transportation (*noted as a barrier by 64% of survey respondents*)
2. Sidewalks — lack of sidewalks and curb cuts, as well as a lack of maintenance, creates challenges for accessing bus stops and transportation in general (*overlapping with the built environment, this was noted as a barrier by 75% of survey respondents*)
3. Public transit — services are not sufficient (hours, frequency, availability) making public transit an inefficient and unappealing option (*bus frequency noted as a barrier by 39% of survey respondents*)
4. Paratransit — can be difficult to access, inefficient or unreliable
5. Transportation affordability — high costs for taxis and ride-hail options are a challenge for people who don't have access to a private vehicle

Employment

Many participants noted that they didn't have significant experience with employment at the City, so they shared their input on employment barriers broadly.

1. Not enough employment opportunities for people with disabilities — lack of suitable, properly-compensated roles, as well as lack of flexibility for working reduced hours or remotely (*noted as a barrier by 39% of survey respondents*)
2. Application and hiring process is a barrier — accessibility is not often considered, from job descriptions listing unnecessary requirements to the interview process (*hiring process noted as a barrier by 34% of survey respondents*)
3. Not enough accommodations for employees with disabilities — including a lack of information about the accommodations that do exist
4. Stigma, attitudinal barriers, and misconceptions of cost and capacity — prevent employers from hiring employees with disabilities
5. People with disabilities are disincentivized from seeking employment — earned income means losing government financial support

Programs and services

1. Limited options for people with disabilities — particularly for young kids, older adults, and people needing low-stimulation or sensory safe zones
2. Insufficient staff training — frontline staff are not thoroughly trained on how to support people with disabilities, particularly neurodiverse people (*noted as a barrier by 29% of survey respondents*)
3. Registration process for many programs and services is a challenge — competitive and difficult even for able-bodied people to register
4. High cost of programs — low-income people and families face barriers to access (*noted as a barrier by 31% of survey respondents*)

Information and communication

1. Over-reliance on technology — a barrier for those without access to digital tools (*noted as a barrier by 50% of survey respondents*)

2. Lack of information on accessibility accommodations/services across the city — including who to contact at the City
3. Lack of ASL, closed captioning and CNS available and/or offered across Regina
4. Not enough accessible communication offered in languages other than English, including Braille (*noted as a barrier by 25% of survey respondents*)

Procurement and financial services

Most feedback received about procurement was general (not specific to accessibility).

1. City's procurement process could be more transparent and accountable
2. Small businesses face more barriers than larger and more established organizations
3. Online-only payment systems are not accessible to all people (*noted as a barrier by 30% of survey respondents*)

Ideas for motivating change

Finally, engagement participants also shared their ideas on how the City can ensure the future Plan will successfully motivate change and achieve its desired outcomes. Proposed ideas include:

- Prompt action with incentives and requirements
- Monitor impacts and results
- Invest in accessibility with dedicated budget and resources
- Adopt a forward-thinking mindset, starting with short-term wins
- Engage and bring more awareness to accessibility
- Involve and empower the community
- Lead by example

1 | Introduction

In Regina, 24.1% of individuals aged 15 and over identify as having a disability. This percentage is higher than the national average of 22%²⁵. The City of Regina (the City) has several policies with a clear focus on improving accessibility, including *The Community Safety and Well-being Plan*, the *Adapted Recreation Plan*, and the *Accessible Signage Policy*.

In October 2022, Regina City Council directed Administration to work with a consultant to develop a corporate Accessibility Plan (the Plan) for the City. This work aims to strengthen the City's ongoing commitment to advancing accessibility, and ensure that people with disabilities are able to fully participate in all aspects of community life.

Specifically, the Plan will seek to identify, remove, and prevent barriers to participation in civic life, including the built environment, facility development, building standards, transportation and roadways, inclusive programming and customer service, accessible communication, inclusive employment opportunities, and more. The Plan will be a comprehensive, strategic document with implications for all City departments moving forward.

The goals of the Accessibility Plan are to:

- Gather input that is inclusive, meaningful, and respectful of the diverse voices in our community—of all backgrounds, ages, and abilities—in the spaces where they live, work, play, share, and learn. And, to ensure that the community feels represented in the plan.
- Identify, remove, and prevent barriers to equal participation that people with disabilities experience in the City's public spaces, facilities, programs, services, and processes.
- Create a cohesive document that charts clear and tangible steps to improving accessibility across City offerings in Regina.

The Accessibility Plan is being developed through a multi-phase process. Starting in April 2023, the City contracted Happy Cities and Meaningful Access Consulting (MAC) to develop the project plan, lead the engagement process, and draft the Plan together with City staff.

²⁵ Statistics Canada. (2017). Persons with and without disabilities aged 15 years and over, census metropolitan areas [Data table].

Engagement with key stakeholders with lived experience of disability, and organizations who support and advocate for people with disabilities, was an important early step towards building a meaningful Accessibility Plan that will centre the voices of people in the disability community.

This report summarizes findings from community engagement for the Accessibility Plan.

2 | What we did

Engagement for this project sought to reach and hear from a wide variety of community members and organizations with an interest or stake in the Plan’s outcomes. The project team applied a multi-layered approach to engagement that included the following components:

- Environmental scan + community snapshot
- Indigenous engagement planning and partnerships
- Stakeholder scoping
- Interviews
- Digital survey
- Focus groups
- Pop-ups

Each activity is detailed below.

2.1. Environmental scan + community snapshot

The project team conducted a detailed environmental scan to lay the foundation for early direction of the Accessibility Plan, prior to community engagement. The scan included a review of existing data, plans, and policy to assess the City’s prior efforts that either directly or indirectly support accessibility in Regina. It also included a background document review (including best practice examples from other jurisdictions), and a snapshot of the local context in Regina, including statistics and demographics of people living with disabilities in the city.

The document review included:

- City of Regina. (2022). *Adapted Recreation Plan (2022-2025)*
- Listen to Dis’. (2022). *City of Regina Accessible Leisure and Recreation Final Report*
- Age Friendly Regina. (2020). *Age Friendly Community Survey Report*
- Ivy+Dean Consulting. (2023). *“There aren’t enough safe spaces to exist here” A report on the experiences of 2SLGBTQIAP+ people with the City of Regina*
- City of Regina. (2017). *Transportation Master Plan*
- City of Regina. (2021). *Regina Community Safety and Well-being Plan*
- City of Regina. (2013). *Design Regina, Official Community Plan*
- City of Regina. (2023). *Indigenous Procurement Policy*
- Bill 103, The Accessible Saskatchewan Act, 2022

- City of Toronto. (2019). *Multi-Year Accessibility Plan 2020-2024*
- City of Vancouver. (2022). *Transforming Attitudes, Embedding Change: The City Of Vancouver's Accessibility Strategy (Phase 1)*
- *Accessible Canada Act*, SC 2019, c 10.
- *Accessible British Columbia Act*, SBC 2021 c 19.

During this stage of research, the consulting team worked with City staff to identify and define six key service delivery areas. Subsequent engagement focused around these six areas and resulted in recommended outcomes (actions) for the Accessibility Plan.

Service delivery areas

Built environment: This includes City parks and open spaces and City facilities, including community centres, recreation and leisure centres, and City Hall.

Transportation: This includes City sidewalks, parking (on streets and in City-owned parking lots), snow removal at these locations and City facilities, taxicabs and ride-hail licensing, and Regina Transit and Paratransit.

Information and communication: This includes printed, digital, and in-person communication, closed captioning, interpreters, alternative methods of communication, accessible websites, and documents.

Programs and services: This includes programs and services offered at the City's parks, recreation facilities (including community centres, leisure centres, and municipal arenas), and cultural facilities.

Employment: This includes ease of access to City hiring processes, procedures for providing accommodations, the types of accessibility supports provided throughout the hiring process, and employment with the City.

Procurement and financial services: This includes how the City purchases goods and services, financial procedures, payment processing systems (including tax and bill payments), and financial reporting.

2.2. Indigenous engagement planning and partnerships

During the early stakeholder scoping stages of work, the consultant team began the process of selecting an Indigenous engagement partner for the project. A portion of the project budget was allocated to

ensuring meaningful and intentional engagement with Indigenous communities across the Regina area. Recognizing the importance of engaging Indigenous people with disabilities in a manner that is respectful and focused on building an ongoing relationship of trust, the consultant team and the City invited Regina Treaty/Status Indian Services (RT/SIS) to collaborate on this work.

Together with RT/SIS, the project team developed a timeline of events, promotion and outreach activities to capture the distinct perspectives of Indigenous community members with disabilities and to hear their experiences facing barriers to access and care across the city. This included two pop-ups and one focus group discussion with Knowledge Keepers.

By establishing this relationship at the beginning of the project, the project team sought to ensure meaningful engagement that creates space for Indigenous people with disabilities to share some of the distinct experiences they have at the intersections of Indigeneity and accessibility. Findings from the RT/SIS engagement activities are interwoven throughout Section 4 (What We Heard).

2.3. Stakeholder scoping

The consultant team worked with City staff to comprehensively identify a list of key stakeholders for this project, including Regina residents living with disabilities, seniors, caregivers and organizations that support people with disabilities. Beginning with City stakeholder lists and their existing networks across the city, we identified a list of over 160 stakeholders through desk research, social media scans and outreach. To ensure the list represented the diverse perspectives of the disability communities in Regina, we applied an equity lens to this process, prioritizing the inclusion of a broad range of stakeholders with diverse, intersecting identities.

2.4. Interviews

Using the list of key stakeholders, the consultant team worked with City staff to identify 20 priority candidates for one-on-one interviews. Each stakeholder was invited to participate in an interview with the consultant team, conducted via phone call or Zoom call.

During interviews, the consultant team asked questions encouraging participants to reflect on the current state of accessibility in Regina, their interactions with the City and their areas of priority in terms of barriers to address. See Appendix A for the interview questions.

In total, 12 interviews were conducted. In addition to several self-advocates (whose names are not included to maintain confidentiality), representatives of the following organizations were interviewed:

- Age-Friendly Regina
- CNIB Saskatchewan
- Creative Options Regina
- Listen to Dis'
- Sask Deaf & Hard of Hearing
- First Steps Wellness Centre Regina
- Regina Public Schools
- Regina Anti-Poverty Ministry
- Saskatchewan Seniors Mechanism

The valuable feedback collected during these sessions informed subsequent engagement activities, providing City staff and the consultant team with a deeper understanding of the current context and key stakeholders for accessibility in Regina. The interviews also allowed the project team to inform participants about the Accessibility Plan process and encourage these stakeholders to share further opportunities for engagement with their networks.

The full list of interview questions is included in Appendix A.

2.5. Communications

The project team implemented a comprehensive communications plan to promote the project and web page, and encourage the public to participate in the engagement activities. All communications included clear, informative text and creative graphics with a cohesive visual identity matching the City of Regina's branding. Promotional materials included:

- **Project web page:** Created a central project page on Be Heard Regina (www.regina.ca/accessibility) that people could visit to learn more and participate in the project. This webpage provided information on the project scope, timelines, and key engagement dates for public-facing activities, including registration links for focus groups (in-person and digital) and the schedule of pop-up events. The webpage also encouraged visitors to complete the digital survey and provided contact information for those who wanted to learn more.

- **Press release:** Prepared a press release to disseminate with local media through the City's communications channels.
- **Social media:** Posted creative graphic and text information about opportunities to participate in engagement through the City of Regina's Twitter, Facebook, and LinkedIn accounts. Happy Cities provided a social media content calendar with suggested captions and alt-text descriptions for all graphics. Happy Cities and MAC also reshared posts from the City.
- **News advertisement:** Published an advertisement in *Eagle Feather News*, with a QR code and URL to fill out the project survey, and information about key pop-up dates.
- **Print posters:** Distributed eye-catching print posters with QR codes linking to the project webpage and survey, and with the pop-up dates and locations
- **Stakeholder invitations:** Emailed over 160 key stakeholders and organizations that serve people with disabilities to inform them about the project, including opportunities to participate. Emails included an informational graphic invitation that stakeholders could share with their networks and post on social media.
- **Media interview:** Marco Pasqua participated in an interview on *CTV Regina*, informing viewers about the Accessibility Plan and opportunities to participate.

2.6. Digital survey

The consulting team developed a concise, plain language, public-facing digital survey, which was hosted on Be Heard Regina. The survey asked participants to share the barriers and challenges they (or those they care for) face when accessing services, spaces, or programs across Regina. Specifically, participants were asked to note the barriers they face under the six service areas.

The full list of survey questions is included in Appendix C.

2.7. Focus groups

In addition to participating in the online survey, community members were invited to register and attend one of seven focus groups. RT/SIS invited Indigenous community members and Knowledge Keepers to attend an in-person focus group session at their office. Five focus groups were promoted publicly and led by Happy Cities and MAC (three online and two in person). An additional digital focus

group was held with representatives from the Accessibility Advisory Committee, which was only advertised through the Committee.

Each session began with an introduction on the project's purpose and goals, and an overview of the six service delivery areas. Participants were asked to reflect on the following questions:

- What does an accessible Regina mean to you?
- Where are you experiencing barriers?
- How can the Accessibility Plan motivate positive change?
- What steps need to be taken immediately? What should happen in the next five years?

The purpose of these questions was to prompt discussion and encourage participants to share their experiences with accessibility in Regina, including positive and negative experiences. Happy Cities and MAC facilitators guided each session through these questions, encouraging constructive discussion and equal, respectful dialogue.

All sessions were open to the public. Through the registration process, participants were asked about any accessibility accommodations they needed to attend the sessions. Over 80 people participated across all focus groups.

Compensation

With input from the City, the consultant team offered honoraria for participation, to reflect the value of people's time, knowledge, and lived experience. Honoraria were offered to all participants, noting that the purpose was to compensate community members from vulnerable, marginalized, and equity-seeking groups, and those who were not otherwise being compensated for their time. Participants were able to choose either a \$75 payment or a one-month family leisure pass from the City.

RT/SIS focus group

RT/SIS team members facilitated an in-person focus group session with local Knowledge Keepers at the Gathering Place, to discuss the accessibility barriers they face across the six service delivery areas.

Digital focus groups

Five digital focus group sessions were held online, using Zoom. ASL interpretation was provided at three of the four public sessions. Happy Cities and MAC facilitators described all visual content, and encouraged verbal, written, and signed participation to ensure all participants could meaningfully engage in the session. Discussion was captured digitally by note-takers in each session.

In-person focus groups

Two in-person focus groups took place on June 8 and 9 in Regina at the Core Ritchie Neighbourhood Centre and mâmawêyatitân centre respectively. ASL interpretation and Computerized Note-taking Services (CNS) were provided at both sessions. The consultant team also provided free food and refreshments for participants. Discussion in each focus group was captured live on large boards, so that participants could see their feedback being recorded.

2.8. Pop-ups

The consultant team hosted four pop-up events across June and July 2023, including one at Sandra Schmirler Leisure Centre, one at Queen City Pride, and two at RT/SIS (including participation at a Treaty Days event). An additional pop-up was hosted at The Nest shelter, following a recommendation from participants at RT/SIS. These sessions allowed us to hear from a broader range of community members and reach passersby and community members who might not otherwise attend a focus group session. They also offered a critical opportunity to meet people where they are and reach those who may not have access to a computer or are less comfortable using the internet. These events invited the public to provide feedback on the state of accessibility in Regina and share input on priorities for the Accessibility Plan. In total, over 160 people were engaged across these sessions.



Above: Pop-up at Queen City Pride (left); Pop-up at Sandra Schmirler Leisure Centre (right)

Below: Pop-up at Queen City Pride (left); Pop-up at RT/SIS (right).



Happy Cities prepared engaging interactive boards to prompt discussion, and provided family-friendly activities and snacks to provide a fun and welcoming space for all. Pop-up visitors were asked to reflect on the barriers they face across the six service delivery areas, as well as their priorities for improving accessibility in Regina. Feedback and comments were captured on the engagement boards through sticky notes.

Digital examples of the pop-up engagement boards are included in Appendix D.

3 | Demographics and participation

Overall, over 475 people participated in this engagement process through a wide range of activities.

- 12 interviews
- 223 survey responses
- 160+ pop-up attendees
- 80+ focus group participants

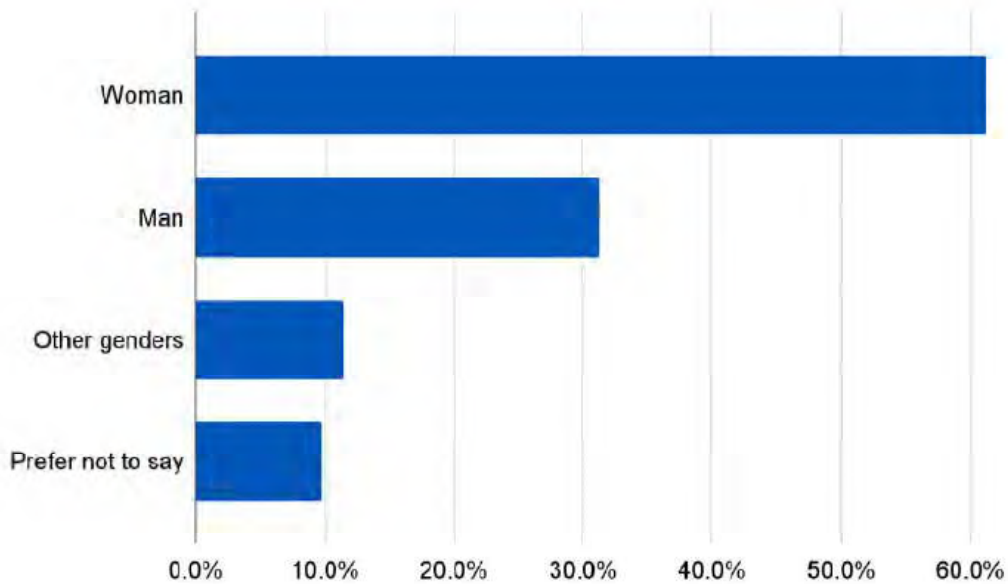
The survey included optional demographic questions, and the identity of all participants was anonymous. No demographic data was collected for the other engagement activities.

3.1. Survey demographics

The survey was completed by 223 people. The majority of survey respondents indicated that they have firsthand experiences relating to accessibility in the City of Regina. About 36% of respondents reported being a person with a disability, and 30% reported that they are a person caring for someone with a disability. In addition, about 38% of respondents also indicated that they are either older adults or care for someone who is an older adult. About 23% of survey respondents also advocate or work for a disability organization.

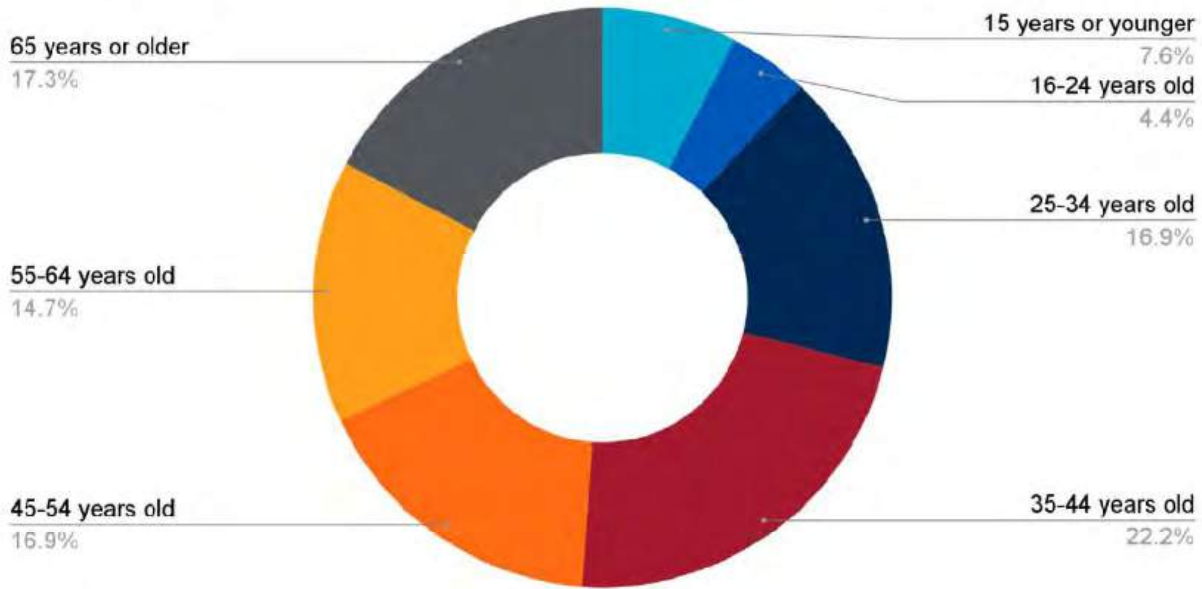
Of the 223 people who completed the survey, 14 identified as being Indigenous, representing 6% of respondents. About 11% of survey respondents (25 people) identified as LGBTQ2S+. A further 12% of respondents (28 people) indicated they were born outside of Canada, and 9% (20 people) indicated they were new to Canada within the last five years.

Figure 1. Genders of survey respondents



Close to two thirds of participants were women (61%), compared to around one third men (31%). Around one in 10 (12%) selected non-binary/gender diverse, two-spirit, transgender, and/or preferred to self-identify (represented as “other genders” in the chart above). Another tenth of respondents preferred not to answer this question.

Figure 2. Ages of survey respondents



The survey reached a relatively even split of participants aged 25 and over, with the most common age category being 35 to 44 year-olds (22% of respondents). Among older respondents, 17% were between ages 45 to 54, 15% were 55 to 64 years old, and 17% were 65 years or older. Only 12% of respondents were younger than 25 years old, and 17% were between 25 to 34 years old.

Figure 3. Connection to accessibility for respondents

Which options below describe your connection to accessibility? (choose all that apply)

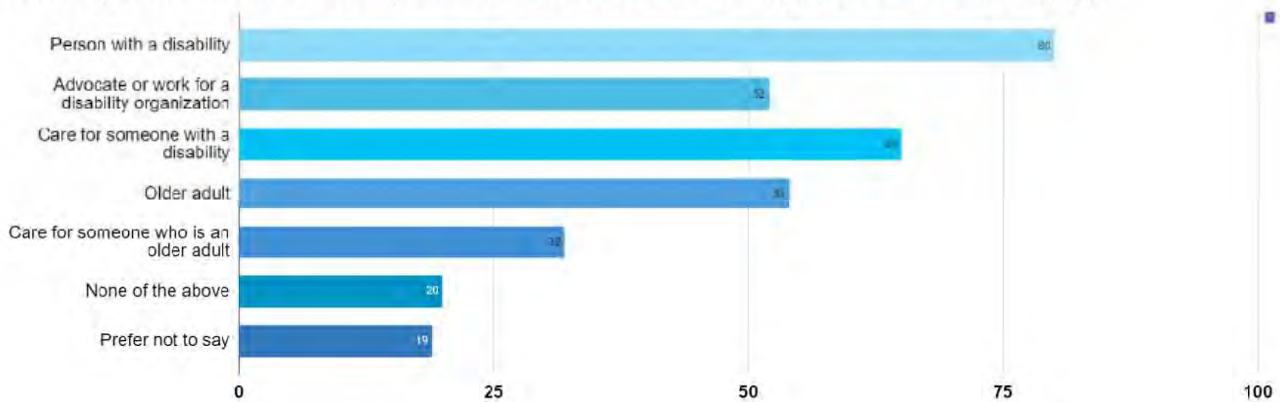
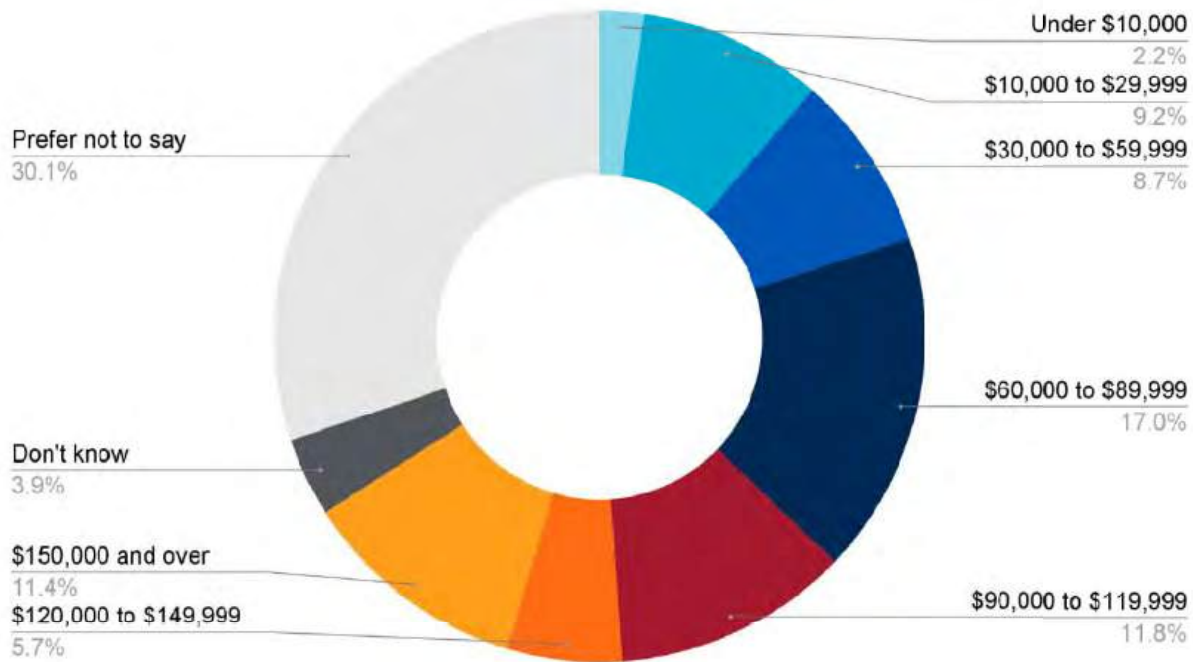


Figure 4. Incomes of survey respondents



Overall, the survey was completed by a relatively equal share of respondents from different household income groups. Just under one third (29%) of respondents indicated their household income is between \$60,000 to under \$120,000 each year. Respondents from households earning below and above this range are equally represented by roughly about 20% of survey respondents, with 39 people reporting they make over \$120,000 and 46 people reporting they make below \$60,000 each year.

4 | What we heard

Results and findings from all community engagement activities are summarized below. Qualitative and quantitative responses from the survey, interviews, focus groups, and pop-up events are compiled into key themes that emerged across the engagement period, in the following high-level categories:

1. Defining accessibility
2. Barriers to accessibility
3. Ideas for motivating change

4.1. Defining accessibility

A major challenge that many participants highlighted is that there are inconsistencies in the definition of what “accessible” means in Regina. Participants repeatedly shared examples of arriving at destinations that were described as “accessible” online, only to not be able to enter or properly access the space. Many people shared that the general public tends to think of physical accessibility, such as ramps and automated doors for mobility device users, when considering whether a space is accessible; however, invisible disabilities and barriers faced by neurodiverse members of the community are largely neglected. Several participants suggested that instead of seeking to label a place or program as accessible, a list of the specific accessibility features available would allow potential visitors to determine whether the space or activity would work for them. Education and destigmatization were also proposed solutions.

In focus groups as well as through the digital survey, participants were asked to reflect on the question, “What does an accessible Regina mean to you?” This question was posed both to encourage high-level reflections on the vision for this work, and to inform guiding principles for the Plan. Participants generally touched on how accessibility means that everyone should be able to experience equal dignity, autonomy and independence, inclusion, empowerment, safety, equity, mobility, comprehension, and universal design.



Broadly, participants shared that an accessible Regina means:

- A city that is accessible for all, regardless of age or ability
- A city where I can live the life I want to live, without attitudinal or physical barriers
- A city where everyone can participate in everything comfortably
- A city where I am welcomed into the community
- A city where every new building and space is accessible
- A city that is safe for walking and rolling
- A city that is:
 - Affordable
 - Well-connected
 - Educated and aware
 - Accountable
- A city that includes the perspectives of people with disabilities

A selection of quotes from the survey are shared below, which reflect the range of responses to the question, “What does an accessible Regina mean to you?”

“A community that [...] allows all abilities to access any areas, activities, or services with dignity, safety and autonomy.”

“A city that understands and prioritizes transportation (including the built environment) as the critical foundational element required for inclusion of people who experience disability.”

“Accessible Regina means that every single person can access every single part of Regina. It means freedom to move, freedom to discover and the ability to achieve independence.”

“A council with Indigenous members and visible and invisible disabilities, as well as a workforce that is representative of the population. If that is in place, then there is understanding which infuses every aspect of planning.”

“That no one struggles with getting around the city.”

“Easy access on city sidewalks 365 days a year for everyone.”

4.2. Barriers to accessibility

Across all engagement activities, several important barriers were identified in all six of the service delivery areas. During the interviews, many participants shared that the City of Regina is highly aware of the need to address accessibility issues in many aspects of its services and programming, and spaces. There was a general acknowledgement that the City has largely been willing to hear and learn more about the barriers and challenges that persons with disabilities are facing.

This section begins with cross-cutting themes heard through focus groups and interviews that apply to all service delivery areas, followed by a general discussion of the most commonly cited types of barriers in the survey. We then discuss barriers in greater detail under each of the six service delivery areas. The areas that consistently rose to the top as key priorities for the City to address were transportation and

mobility. This means ensuring that people with disabilities are able to easily move around the city during all seasons, such as through accessible public transit, Paratransit, and sidewalks. In general, improving mobility—including transit access and frequency—can benefit all residents by reducing dependency on cars for everyone.

Additional supporting graphs and charts from the survey are available in Appendix E.

4.2.1. Cross-cutting themes

In addition to the lack of a common definition for accessibility (discussed in Section 4.1), several additional themes emerged during focus groups and interviews that apply to all service delivery areas. These include:

“Nothing about us, without us”

Participants repeatedly emphasized that members of the disability community should be involved early in the planning and decision-making processes for all projects. Many expressed that it is much more cost effective to include accessibility features at the blueprint stages of a project, instead of trying to retrofit changes after something is built. Participants also emphasized the importance of including advisors from the disability community to review plans and conduct audits prior to moving ahead with solutions.

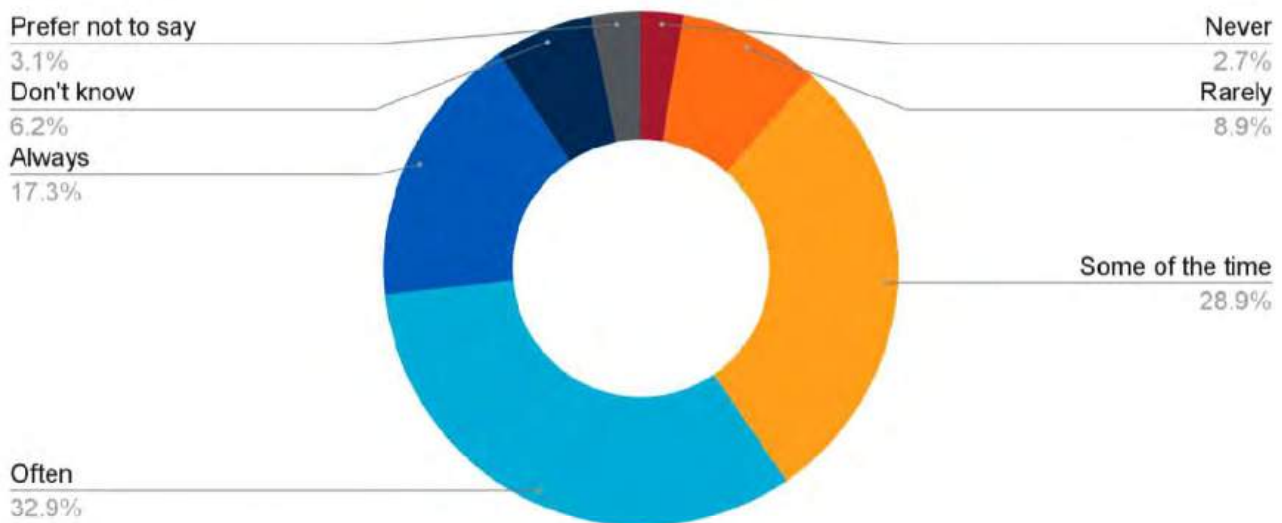
Collaboration with community organizations

In addition to ensuring people with disabilities are represented in decision-making processes, participants highlighted the value of collaborating with local organizations who are already doing excellent work to advance accessibility in Regina—instead of trying to do this work in isolation—to ensure outcomes build community capacity and have lasting impacts.

Dignity and respect

In addition to being asked about how they experienced specific barriers, survey respondents were asked whether they feel they are treated with dignity and respect when accessing the City of Regina’s spaces, services, and programs. Respondents were prompted with the following question, *“Do you feel like you are treated with dignity and respect when you use City spaces, programs, or services?”*

Figure 5. Do you feel like you are treated with dignity and respect when you use City spaces, programs, or services?

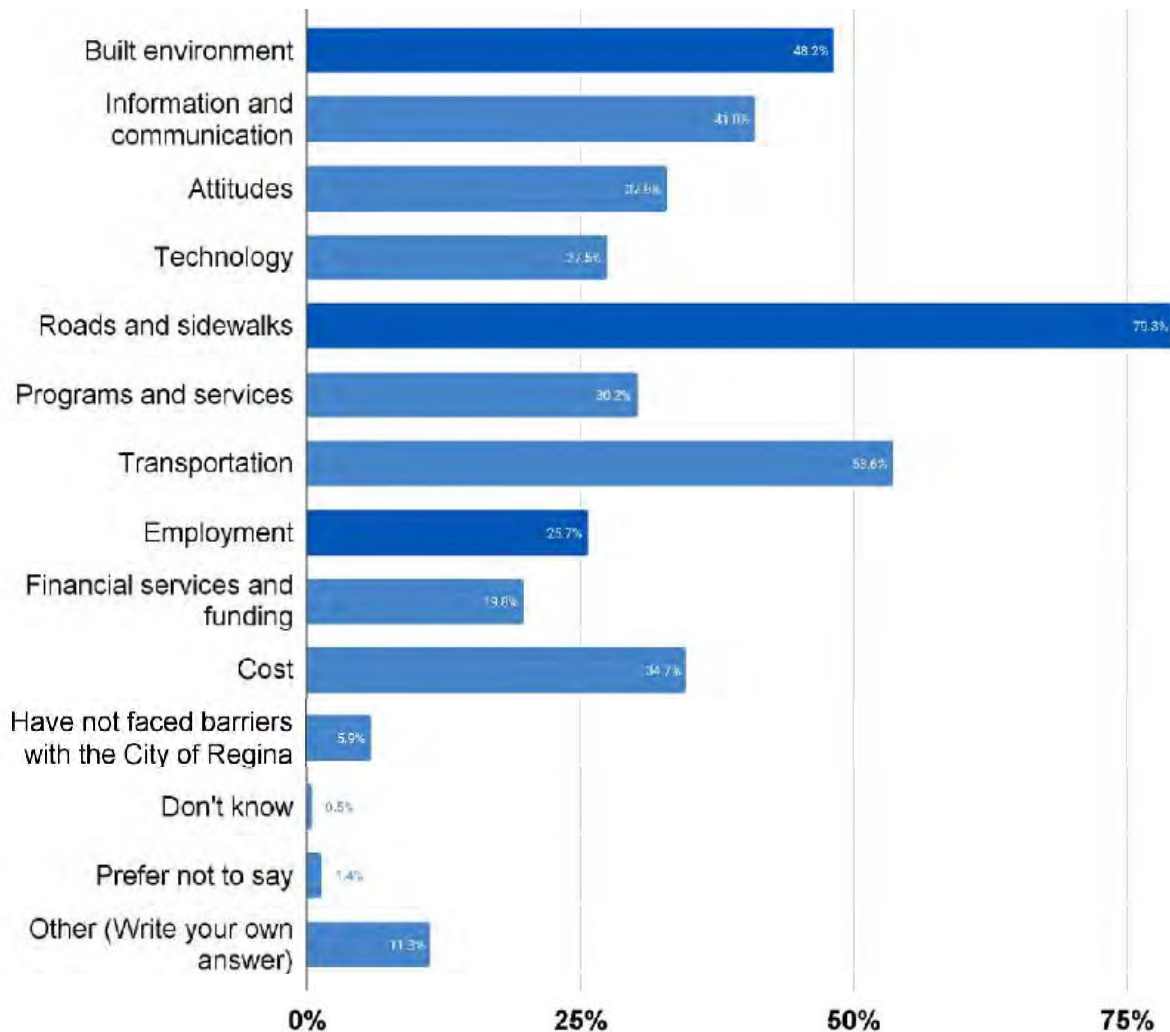


Half of survey respondents (50%) indicated that they are either always or often treated with dignity and respect when accessing the City's spaces, programs, or services, with 33% respondents saying that it happens often and 18% of respondents saying it is always the case. Around one third of respondents (29%) indicated that they feel treated with dignity and respect only some of the time, while just under one in 10 (9%) said rarely. Only 3% reported they never feel treated with dignity and respect.

4.2.2. Most common barriers

In the survey, respondents were prompted with the following question, *"Have you (or the person you are caring for) had a hard time (faced barriers) using services and programs from the City of Regina in the last year? If so, what kinds of barriers? (choose all that apply)"*

Figure 6. Most common types of barriers faced by survey respondents



In general, the majority of respondents of the survey indicated that they faced barriers when using Regina's roads and sidewalks, and transportation services. The most common barriers faced by respondents using the City of Regina's infrastructure, services and programs were:

1. **Roads and sidewalks**, indicated by 79% of respondents (176 people)
2. **Transportation**, indicated by 54% of respondents (119 people)
3. **Built environment**, indicated by 49% of respondents (107 people)
4. **Information and communication**, indicated by 41% of respondents (91 people)

5. **Cost**, indicated by 35% of respondents (77 people)

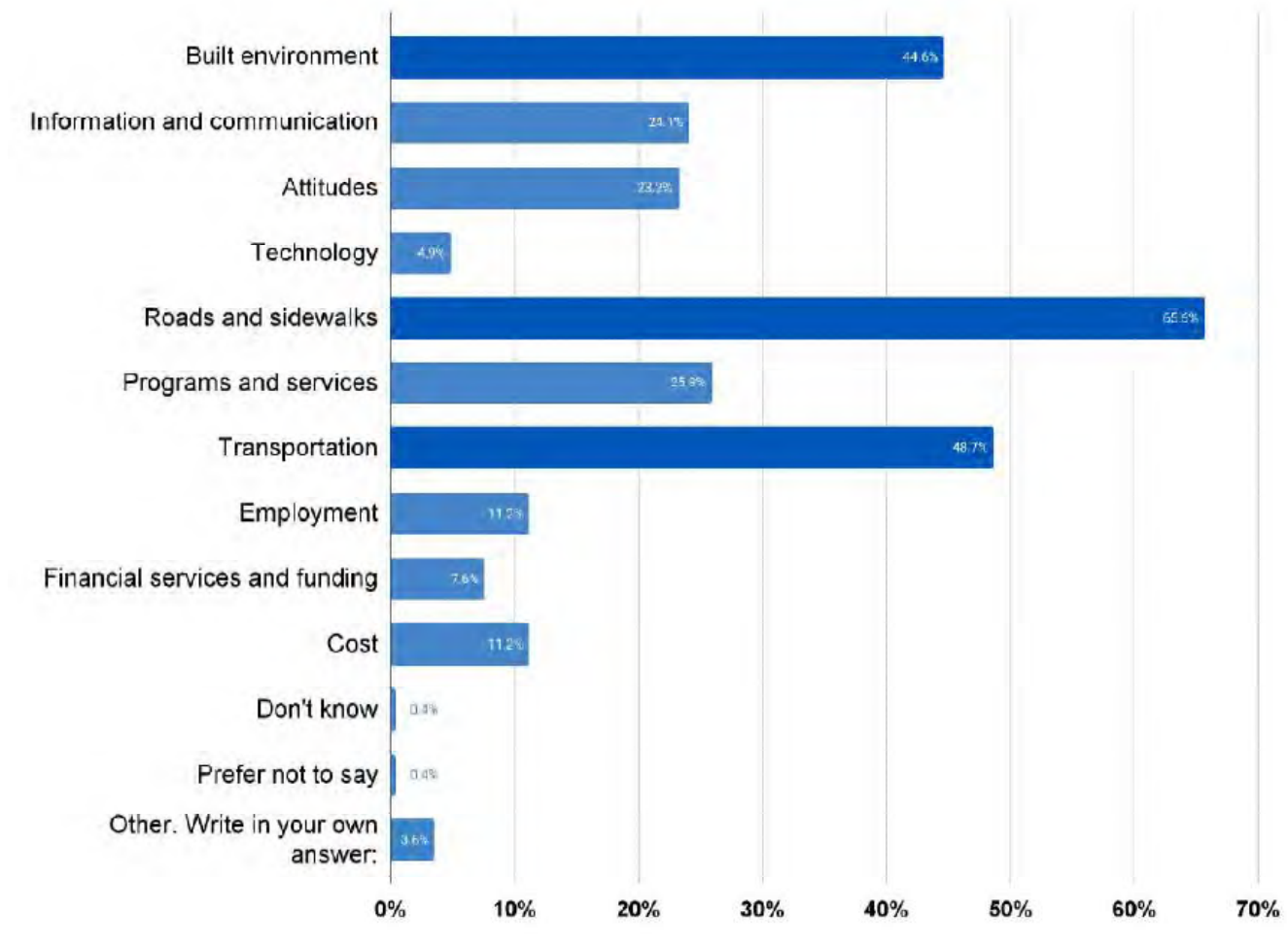
The key findings from the survey suggests that, in general, transportation is the leading barrier to accessibility in the City of Regina, especially with regards to the condition of sidewalks and snow removal. Trouble with accessing the built environment, especially at parks, is another major barrier, as is accessing information from the City in a non-digital format. These general survey findings closely align with major themes that came out of discussion in focus groups and interviews. Specifically, the top barriers for each service area, as identified and ranked by proportion of survey respondents, are summarized in the following table:

Table 1. Top-ranked barriers by service delivery area

	Built environment	Transportation	Employment	Programs and services	Information and communication	Financial services and funding
1	Park features are not accessible (47%)	Sidewalks are in bad condition and or not accessible (75%)	Job postings require things that are not needed for the job (39%)	It is hard to find out what accessibility features the City offers for specific programs or services (40%)	It is hard to find information by phone or without a computer (50%)	Online payment systems are not accessible (30%)
2	There are not enough accessible toilets at City facilities (39%)	Snow removal is too slow (64%)	There are not enough jobs for people with disabilities to work at the City (39%)	City programs or services are too expensive (31%)	Not enough accessible communication and information in languages other than English (25%)	
3	Recreation facilities are not accessible (33%)	Buses are not frequent enough (39%)	Hiring processes are not accessible (34%)	City staff are not trained to support neurodiverse people (29%)		

Survey respondents were also asked to share their feedback on areas that the City of Regina could improve upon for accessibility. Respondents were asked, “Which areas are most important for improving accessibility? (select up to 3)”

Figure 7. Areas most important for improving accessibility, according to survey respondents



In alignment with the general barriers identified by survey respondents for the City of Regina's services and programs, the main areas of improvement suggested by survey respondents were roads and sidewalks, transportation, and the built environment:

1. **Roads and sidewalks**, as indicated by 66% of respondents (147 people)
2. **Transportation**, as indicated by 49% of respondents (109 people)
3. **Built environment**, as indicated by 45% of respondents (100 people)

Additionally, a few respondents wrote in the open-ended option of the question that other areas for the City to consider improvement on are signage and wayfinding, and greater education around accessibility.

Respondents were also asked to recommend one area for the City of Regina that would be critical to focus on for improving accessibility, being prompted with the following open-ended question, “*If the City of Regina could focus on making one area more accessible, what would you like to see?*” The question was answered by 174 respondents. From these responses, the leading suggestions for which areas the City should focus on the most were:

- **Sidewalks, paths, and walkways**, as mentioned by 31% of respondents (54 people)
- **Transit and Paratransit**, as mentioned by 21% of respondents (36 people)
- **Built environment**, especially parks and public spaces, as mentioned by 14% of respondents (25 people)

Demographic analysis

The top five most reported barriers by Indigenous survey respondents generally overlapped with priorities of the general population. However, Indigenous participants more frequently reported barriers related to accessing programs and services than the general population, while cost was reported as a barrier less frequently (see Appendix E for chart).

When comparing responses to reported barriers by gender, there were no notable differences between men, women, and people identifying with other genders (grouped together due to the small sample size). Specifically, when ranked, the top three most common barriers reported by each group were roads and sidewalks, transportation, and built environment—aligning with the major barriers identified by the general population as a whole.

Table 2. Top-ranked barriers by gender

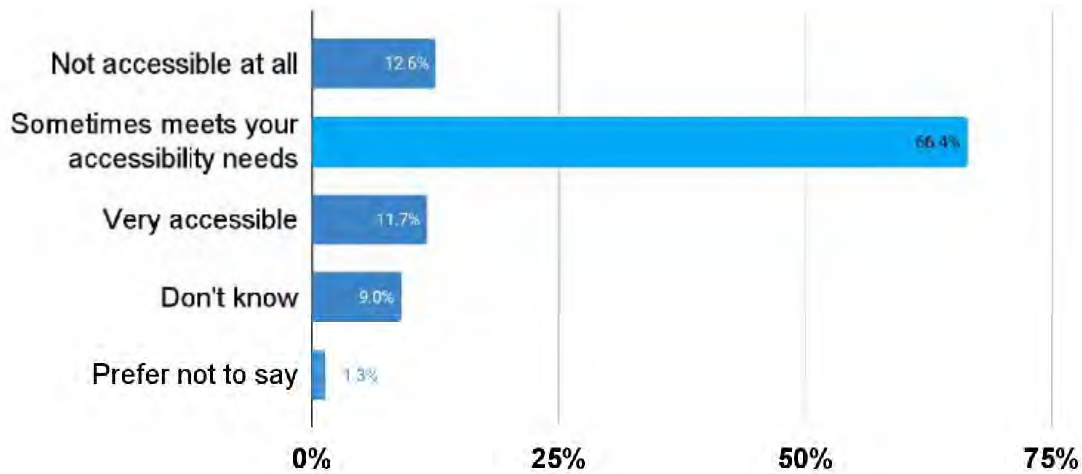
Men	Women	Other genders
<ol style="list-style-type: none"> 1. Roads and sidewalks 2. Transportation 3. Built environment 4. Information and communication 5. Cost 	<ol style="list-style-type: none"> 1. Roads and sidewalks 2. Transportation 3. Built environment 4. Information and communication 5. Cost 	<ol style="list-style-type: none"> 1. Roads and sidewalks 2. Transportation 3. Built environment 4. Attitudes 5. Programs and services

Similarly, these three barriers—roads and sidewalks, built environment, and transportation—rose to the top for all age groups. Attitude was also relatively commonly identified as a barrier by most age groups, except for those in the middle age groups, who selected economic factors, like cost and employment, as barriers. Technology was one of the more frequently reported barriers for people 65 and older.

4.2.3. Built environment

In the survey, respondents were asked to give their assessment and experience of the City of Regina’s built environment. Respondents were asked, *“In your opinion, how accessible is the City of Regina’s built environment?”*

Figure 8. Accessibility of Regina’s built environment, according to survey respondents



The majority of survey respondents (66%) indicated that Regina’s built environment only sometimes meets their accessibility needs.

Respondents were prompted to elaborate with the following question, “*When it comes to the built environment, what barriers do you face or experience?*” The most common built environment barriers identified by respondents included access to park features, recreation facilities, and public facilities, along with the lack of accessible toilets and low-stimulation spaces. Specifically, respondents indicated that:

1. Park features are not accessible, as indicated by 47% of respondents (105 people)
2. There are not enough accessible toilets at City facilities, as indicated by 39% of respondents (87 people)
3. Recreation facilities are not accessible, as indicated by 34% of respondents (76 people)
4. Public spaces are not accessible, as indicated by 33% of respondents (73 people)
5. There are not enough low-stimulation spaces at City facilities, as indicated by 33% of respondents (73 people)

These survey findings generally align with what was heard during the focus groups and interviews. Notably, sidewalks emerged as a key barrier relating to the built environment in focus group discussions; however, this challenge has been detailed under transportation for the purposes of this report.

Across all other engagement activities, the top built environment barriers identified included:

Sidewalks — Regina is not a walkable or rollable city

- Sidewalk accessibility emerged as one of the major barriers in Regina, relating to both the built environment and transportation. Please see the following section (4.2.4) on transportation barriers for a more detailed discussion of sidewalks.

Insufficient accessible washrooms

- Many participants highlighted that there are not enough accessible washrooms in parks and open spaces—and across the city generally. In addition to a lack of accessible washroom facilities, we heard that some washrooms that are described as accessible do not offer sufficient features, like push buttons, lifts, grab bars, universal change tables, and intentional layout design.
- In addition to not having enough public bathrooms, participants felt there is not enough signage to show where existing public bathrooms are, especially in parks.

Parks and public and open spaces

- **Paths and trails are not accessible:** In addition to sidewalks, participants noted that paths and trails across the city are not always accessible, citing the slope, gravel, wood chips, cobblestone, potholes, and conflict with bike lanes as some of the barriers they have faced.
- **Lack of seating along City-owned parks and pathways:** A lack of seating options was highlighted as a barrier, particularly in the winter, when benches and seats are often covered in snow.
- **Lack of accessible features:** Generally, participants shared that City parks and open spaces lack accessible features like universally designed picnic tables and playgrounds. The spaces that are accessible are few and far between across the city, requiring extra travel and planning. People mentioned that the accessible spaces that do exist are often crowded with families, who also benefit from the inclusive features. A general need for more detailed, intentional design was

highlighted. For example, one person highlighted that an accessible swing, without an accessible pathway to the swing, is not accessible.

Buildings are not reliably accessible

- Generally, participants shared experiences with buildings that are inaccessible and not reliably barrier-free. Specifically, we heard examples of medical services being located in buildings that don't have features like curb cuts or automatic door operator features, and that older buildings are generally challenging in terms of access. Many participants highlighted a need to create more comprehensive standards beyond what is required in the building code. For example, building codes meet a very limited level of accessibility and do not consider features such as visual fire alarms for people who are deaf or the height of door handles.
- **New developments** were highlighted as a key opportunity for ensuring accessibility standards are implemented and prioritized from the beginning, when it is more cost effective to do so. Retrofitting solutions are often patched together, and are both insufficient and costly. Participants also highlighted that even within new buildings, some designs have missed the mark due to insufficient consultation with people with disabilities during the design process. Solely relying on the building code is not enough to ensure accessibility.
- **Leisure centres** were mentioned as an area for improvement in terms of accessibility. Particularly, a need for quieter, low-stimulus spaces was highlighted, as well as an increase in accessible change rooms and access routes to, from, and within the spaces.

"If I didn't have my support person with me, I would get stuck in places. Buttons are too high for me to reach for, etc. So I have to rely on other people who are able-bodied to help me."

Lack of consideration of people with vision loss

- Participants shared that there is a lack of consideration for those with vision loss in the built environment, with significant priority placed on addressing mobility barriers. Participants pointed to a need for things like tactile wayfinding indicator strips and more audio systems for crosswalks. It was highlighted that Mosaic stadium, despite being a gold standard for accessibility, remains challenging to navigate for people with vision loss.

Lack of information about construction

- Participants highlighted that they face challenges in navigating the built environment in and around construction areas, which are prevalent in the city. There is a lack of communication around the mobility barriers (and otherwise) that arise from these sites. Specifically, participants noted that there needs to be intentional thought given to accessibility during construction as it currently does not appear to be a consideration.

Not enough independent living options

- Although outside municipal jurisdiction, participants noted that there is a lack of stable, accessible housing options for people with disabilities in Regina. In addition to a lack of affordable options for low-income people, there are also a lack of housing options that are accessible, and not enough resources for the unhoused population.

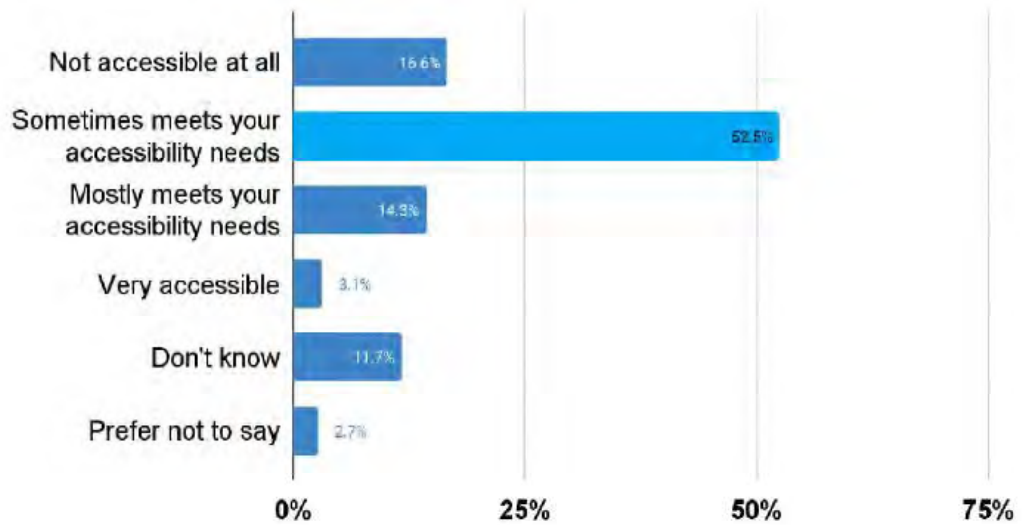
Accessibility discrepancies between neighbourhoods

- Participants highlighted that there is a lack of consistency and reliability of accessibility features across the city, with newer neighbourhoods being more accessible than older ones. This creates an unequal distribution of access for people living in different parts of the city. Participants proposed that the accessibility initiatives being developed in newer neighbourhoods should be integrated into older neighbourhoods as well.

4.2.4. Transportation

Survey respondents were asked to give their assessment and experience of the City of Regina's transportation. Respondents were asked, *"In your opinion, how accessible is transportation in the City of Regina?"*

Figure 9. Accessibility of Regina's transportation, according to survey respondents



In general, most people expressed that transportation in Regina is not meeting all of their access needs. Seven in 10 respondents (69%) indicated that transportation is either not accessible at all or only sometimes meets their needs. Only 14% reported transportation in Regina mostly meets their accessibility needs, and just 3% said it was very accessible.

Respondents were prompted to elaborate with the following question, *“When it comes to transportation offered by the City of Regina, what barriers do you face or experience?”* The most common transportation barriers respondents selected related to the state of sidewalks and pathways, snow removal, and access to frequent transit options. Specifically, respondents indicated that:

1. Sidewalks are in bad condition and/or not accessible, as indicated by 75% of respondents (167 people)
2. Snow removal is too slow, as indicated by 64% of respondents (143 people)
3. Buses are not frequent enough, as indicated by 52% of respondents (117 people)
4. Buses and/or stops are not accessible, as indicated by 41% of respondents (91 people)
5. Paths and trails are not accessible, as indicated by 39% of respondents (87 people)

These survey findings align with the key themes that came out of the discussion from focus groups and interviews. Generally, a key finding is that it is hard for people with disabilities to travel around the city without a vehicle. In addition to challenges related to the built environment, access to and from public transit is a significant barrier, as is the reliability and practicality of taking transit. Participants described that Regina is a car-oriented city where people feel that taking public transit is only for those who do not have their own vehicles.

Across all other engagement activities, the top transportation barriers identified were:

Snow removal (or lack thereof) is a barrier to transportation

- One of the most commonly highlighted barriers to transportation (and generally to accessibility across Regina) was snow removal. Ice and snow build-up create significant mobility barriers for all residents during winter months, and exacerbate barriers for people with disabilities. Participants highlighted that without adequate, reliable, and timely snow removal along sidewalks and paths, many people become trapped in their homes during the winter. Participants also noted that even when snow removal does take place, it is often not done with accessibility in mind. Many participants shared examples of snow being dumped in parking lanes and sidewalks, creating large ridges and causing additional challenges for people with disabilities.
- Through discussions, participants acknowledged that efforts have been made in the past to address this challenge (including recent by-laws and penalties), but that nothing has felt

sufficient or impactful enough. They highlighted that while the City should be accountable for ensuring streets and sidewalks are clear, there are opportunities to engage community organizations who could help support this ongoing challenge.

“Until the City starts clearing sidewalks, they aren’t serious about accessibility.”

“For people like myself, the City is pretty much inaccessible from first snowfall until it all melts.”

Sidewalks — Regina is not a walkable or rollable city

- Sidewalks came up repeatedly as a top concern, with participants highlighting the need for better paving, and wider, clearer and safer routes around the city.
- **Maintenance** of sidewalks was one major concern. Due to Regina’s many months of cold and snow, the city’s sidewalks and roads are frequently cracked and damaged, which requires ongoing maintenance and repair. Participants noted that sidewalks are not well-maintained, pose tripping hazards, and need repair due to the effects of snow and moving soil in Regina. This was also highlighted during engagement with Knowledge Keepers, who highlighted that this is particularly an issue in neighbourhoods like North Central, where sidewalks cannot be used with walkers or wheelchairs.
- **Availability and accessibility** of sidewalks were other major barriers—in particular, the lack of curb cuts on many sidewalks. Many participants highlighted that sidewalks are also not reliably available in all areas of the city. This creates challenges in accessing public transit and independently navigating the city, particularly for those using mobility devices. Participants shared examples of streets where there are only sidewalks on one side of the road, of bus shelters with no sidewalk access, and of having to roll on the road instead of the sidewalk to avoid getting stuck.

Public transit — insufficient service and accessibility

- A key barrier that emerged in discussions about public transit is that **transit services are not frequent or widely available enough**. Specifically, people shared that reduced services outside of office hours present significant barriers, and that long wait times between buses discourage use and practicality of taking transit. Participants also highlighted that access to and from the hospital or medical appointments—and places that older adults frequent—should be prioritized by public transit routes.
- In addition to insufficient services, many participants shared that public transit vehicles and stops are **not accessible enough**. They pointed to aspects including loud volumes on buses, making it difficult to communicate important information. People also expressed general concerns around feeling unsafe on public transit or at transit stops, due to attitudinal barriers. The lack of accessibility at bus stops is another significant barrier to using public transportation. In the winter, snow build-up reduces access to bus stops, making public transit unreliable—and for many, unusable. Furthermore, many participants noted that access to and from bus stops is limited due to the lack of sidewalks. Without access to and from transit stops, even the most accessible buses are inaccessible to those who need them.

Paratransit — difficult to access and inefficient or unreliable

- Participants highlighted that the **Paratransit system does not meet their needs**. Specifically, it is hard to book services (meaning rides have to be booked well in advance, which is impractical), pick-up windows are unreliable, and service is not offered late enough into the night. People also shared that Paratransit rides feel inefficient because the routes are not direct, and vehicles are rarely on time, meaning that people have to account for significant extra travel time in an effort to not be late for appointments or for work. In addition, participants highlighted that the age limits mean young children are not able to access Paratransit services, which causes challenges for families.
- In addition to its challenges with reliability and efficiency, several participants shared that the **approval process to use Paratransit is unnecessarily complicated**, with strict definitions for eligibility (and a need to re-apply) that create additional barriers for people with disabilities.

Transportation affordability

- A common theme was that the cost of accessible transportation is a barrier for many residents, particularly people living with disabilities who are lower-income or who do not have their own vehicles. The alternative options to public transit and Paratransit—such as ride-hail, taxis, personal vehicles—are cost-prohibitive for many people.

Accessible ride-hail services and taxis are limited

- Cost aside, participants expressed that there are not enough accessible taxis or ride-hail vehicles available in Regina. Many participants highlighted that they have faced attitudinal barriers, disrespect, and refusal of service from drivers, even when the vehicles themselves are accessible. This lack of awareness and training creates unsafe environments for people with disabilities.

Insufficient accessible parking

- A lack of accessible parking spaces was highlighted as another barrier to transportation. Participants noted that there are not enough accessible parking spaces downtown and at major sport and entertainment events. Accessible parking spots may not be near entrances or sidewalks. Accessible parking spots that do exist are often not wide enough or do not have a designated access aisle to accommodate side-loading vans. Participants would like to see more oversized parking spots to accommodate larger and overheight adapted vehicles. An additional challenge is the lack of enforcement and awareness around misuse of accessible parking spaces. Many participants shared examples of seeing accessible stalls being taken by delivery drivers or others, who don't face sufficient consequences for these violations.

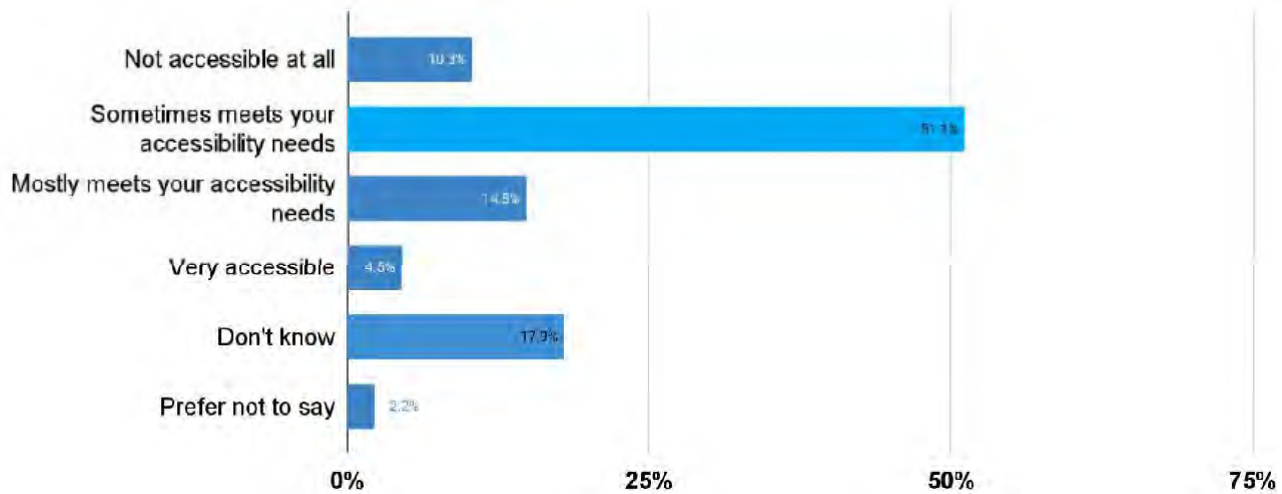
“City facilities locations are very difficult for me to access by transit outside the hours of my job, which are weekdays during daytime. Most City facilities require multiple transfers on transit, which makes my transit rides extremely long when I try to access those locations in the evenings or on weekends.”

"I try calling paratransit the week in advance as instructed and there are no rides available."

4.2.5. Programs and services

Survey respondents were asked to give general insights on the accessibility of the City of Regina's programs and services. Respondents were asked, "In your opinion, how accessible are the City of Regina's programs and services?"

Figure 10. Accessibility of Regina's programs and services, according to survey respondents



About half (51%) of all the survey respondents identified the City of Regina's programs and services as being only sometimes accessible.

Respondents were prompted to elaborate with the following question, "When it comes to programs and services offered by the City, what barriers do you face or experience?" The most common barriers respondents identified were:

1. It is hard to find out what accessibility features the City offers for specific programs or services, as indicated by 40% of respondents (89 people)
2. City programs or services are too expensive, as indicated by 31% of respondents (68 people)

3. City staff are not trained to support neurodiverse people, as indicated by 29% of respondents (65 people)

The findings from this part of the survey align with the top barriers identified across all other engagement activities:

Limited options for people with disabilities

- Participants shared that there are not enough program options for people with disabilities. It is also hard to find information about inclusive programming on the City's website. Specifically, people highlighted a need for more programs for children, older adults, 2SLGBTQIA+ communities, and the neurodiverse community, as well as sensory-safe and low-stimulation spaces and options.

Insufficient staff training

- Participants highlighted that frontline staff lack training and awareness about how to support people with disabilities, leading to poor experiences (for example, stigma, insensitive responses, or inconsistent treatment) when interacting with program staff. Participants said this is a significant concern for the neurodiverse community. In addition, Knowledge Keepers shared experiences of facing discrimination from staff in customer service roles, and suggested that the City should hire more Indigenous people in frontline roles and implement specific anti-racism training to address this.

Registration process is a challenge

- Many participants described the process of registering for City programs to be a significant challenge, particularly for people who struggle with computers. They noted that programs fill up quickly and that registration becomes competitive and difficult, even for able-bodied people. They proposed that a slower-paced, intentional enrolment for people with disabilities would help.

High cost of programs

- Many participants shared that the cost of programs and services in Regina is a barrier for themselves and people they know, particularly in terms of accessing leisure centres. Cost was described as a barrier for people with disabilities as well as people with lower incomes and families. Some suggested approaches like allowing young children to use the spaces for free.

Limited childcare options for children with disabilities

- Participants noted they face challenges with getting suitable childcare for children, and that there is a lack of public-facing staff who are trained to work with kids with disabilities.

Lack of options for people with language barriers

- Participants pointed out that there are not enough programs or options for people who do not speak English as a first or fluent language. In addition to barriers for newcomers, participants highlighted that not everyone in the Deaf community speaks English. There is not enough accessible communication offered in languages other than English, including ASL and Braille. Some participants expressed that ASL interpreter services are rarely available for City programs. Some recreation programs like Aquacise are not welcoming for people who are hard of hearing.

Insufficient collaboration and partnership with local community organizations

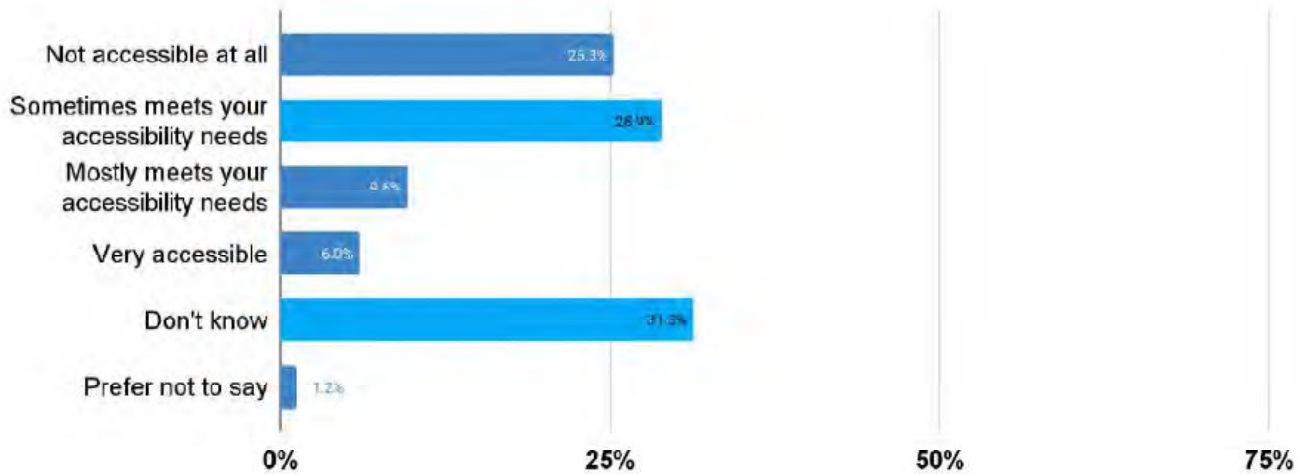
- Participants noted that there is not enough collaboration and integration of efforts between the City and other organizations. They suggested that the City would benefit from connecting with existing volunteer groups and like-minded people in the community to build momentum together and support each other's efforts, instead of providing redundant or overlapping programs.

4.2.6. *Employment*

Nearly two in five (37%) survey respondents indicated that they had previously applied or thought about applying to work for the City of Regina before. These respondents were asked to elaborate on their

perception of how accessible employment at the City is, being prompted with the question, “*In your opinion, how accessible is employment at the City of Regina?*”

Figure 11. Accessibility of Regina’s employment, according to survey respondents



Of the respondents who had previously applied or thought about applying to work for the City of Regina, around one quarter (25%) found it not accessible at all. Moreover, 29% of this subset of survey respondents (24 people) indicated that employment at the City of Regina only sometimes meets their accessibility needs. Interestingly, about a third of this subset of respondents (26 people) indicated that they do not know how accessible employment is at the City of Regina.

Respondents were prompted to elaborate with the following question, “*When it comes to employment at the City of Regina, what barriers do you face or experience?*” The most common barriers respondents identified were:

1. Job postings require things that are not needed for the job (ex. a driver’s licence), as indicated by 39% of respondents (32 people)
2. There are not enough jobs for people with disabilities to work at the City, as indicated by 39% of respondents (32 people)
3. Hiring processes are not accessible, as indicated by 34% of respondents (28 people)
4. There are not enough part-time or job sharing options to work at the City, as indicated by 34% of respondents (28 people)

These results from the survey generally align with the key findings from the focus groups and interviews. Many participants shared that they do not have direct experience with employment with the City specifically; however, people shared several general barriers and challenges related to their experience with employment more broadly. Many participants highlighted that people with disabilities generally struggle to find meaningful employment and/or are underemployed.

Not enough employment opportunities for people with disabilities

- **Lack of suitable, appropriately compensated roles:** Participants shared there is a perception that people with disabilities are only qualified for low-level jobs. As a result, the opportunities that do exist for people with disabilities are not well paid or appealing. Participants noted that suitable employment opportunities are particularly a challenge for people with intellectual disabilities, and that there is significant work to be done in addressing this stigma and equity gap.
- **Lack of flexibility:** Participants shared that the rigidity of traditional roles acts as a barrier to employment, particularly for those who can only work a certain amount of hours per day or month. Roles that require working on site, or that do not allow remote work, further limit people with disabilities because transportation to and from a place of work can be a significant barrier (both in terms of cost and availability of transit options). Finding accessible parking near one's workplace can also be a barrier.

Application processes

- A key barrier highlighted was the **application process** itself, as this process can be overly complicated. For example, participants highlighted that online-only applications create challenges for some applicants, and that the City's existing online system does not work well with screen readers. An intentional, accessible application process developed together with people with disabilities was highlighted as a way to ensure that potential applicants are not facing barriers to applying for roles from the start.
- Participants also highlighted that the **job descriptions** themselves create barriers to employment because requirements listed for a given role are often not necessary for successfully doing the job (such as possessing a driver's licence or the ability to lift certain weights). This leads potential applicants to self-select out. Some survey respondents also reported that they feel there is a lack

of understanding of disabilities at the City in terms of hiring processes, especially in recognizing education levels people with disabilities have.

Not enough accommodations for employees with disabilities

- A lack of accommodations was highlighted as a key barrier. Importantly, participants noted that information about accessibility is not often shared. This means that even when accommodations or programs are available, there is not enough information communicated from the City.

Stigma is a barrier to employment

- Stigma and attitudinal barriers were highlighted as key challenges for seeking and obtaining employment from prospective employers. Participants shared a perception of fear or hesitation from employers who believe it will be more costly or disadvantageous to hire someone with a disability. Participants also highlighted that they fear revealing their disabilities during the application process in case it may prevent them from being considered for a role. Further, Knowledge Keepers shared examples of ageism during job interview processes.

“I made it to the final round of interviews, was the most qualified for the job, and the in person interview happened and they saw I was in my wheelchair suddenly they treated me completely differently, talked down to me, and it was clear that I would not be offered the job.”

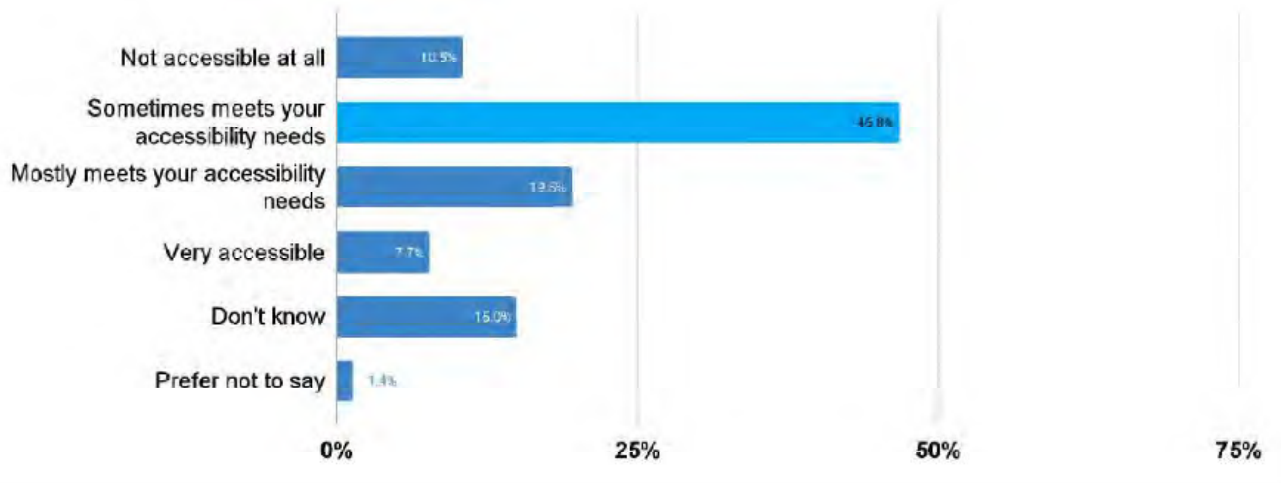
People with disabilities are disincentivized from seeking employment

- Participants, including Knowledge Keepers, shared that people receiving provincial government support are not properly motivated to find work because they will lose this support when they generate their own income directly. This creates challenges for people with disabilities—particularly if their potential employment opportunities are limited, or part-time—because these limited opportunities alone may not be sufficient as a source of income.

4.2.7. Information and communication

Survey respondents were also asked to share their view on how accessible information and communication are from the City of Regina. Respondents were asked, *“In your opinion, how accessible is communication and information from the City of Regina?”*

Figure 12. Accessibility of Regina’s information and communication, according to survey respondents



Nearly half of respondents (47%) indicated that communication and information from the City of Regina only sometimes meets their accessibility needs. One in five (20%) respondents indicated that the City mostly meets their accessibility needs in this regard.

Respondents were prompted to elaborate with the following question, “*When it comes to communication and information from the City of Regina, what barriers do you face or experience?*” One critical barrier rose to the top: Half of respondents (50%) identified that it is hard to find information by phone or without a computer. Specifically, respondents reported:

1. It is hard to find information by phone or without a computer, as indicated by 50% of respondents (110 people)
2. Not enough accessible communication and information in languages other than English, as indicated by 25% of respondents (55 people)
3. City websites are not accessible, as indicated by 18% of respondents (39 people)
4. ASL (American Sign Language), CART (Communication Access Realtime Translation), or CNS (Computerized Note-Taking Services) are not available, as indicated by 17% of respondents (38 people)
5. City forms and applications are not accessible, as indicated by 17% of respondents (38 people)

The key findings from this part of the survey closely align with the top barriers identified across all other engagement activities:

Over-reliance on technology is a barrier for those without access to technology

- Many people described that as the City moves away from traditional, manual, and paper communication processes, those without access to technology (due to cost, capacity, or other barriers) are left behind. Online approaches have benefits, but they cannot be the only option, particularly when communicating with older adults, Elders, or people with disabilities. Some reported that certain City services are only accessible online, which creates barriers. People repeatedly highlighted that the City should maintain print (with large font) and other more traditional forms of communication, such as phone or in-person services.

Lack of information on accessibility services and accommodations

- Participants highlighted a lack of easy-to-access information on the accessibility features that are available across this City. Many cited challenges in determining which spaces are accessible, and how to navigate the various programs and services available at the City and from local organizations. As several participants pointed out, this uncertainty can discourage people from leaving their homes and accessing much of what Regina offers. This was also highlighted in conversation with Knowledge Keepers, who suggested that Indigenous-focused information sessions or spaces could offer more comfortable environments for discussion with Indigenous community members.
- Participants also pointed to the need for clarity on who to contact at the City with their accessibility questions. In addition to not having easy access to the information they need, people highlighted that they often do not know who to contact for more help, noting that phone calls to the City are not always returned or effective in addressing their needs.

Lack of ASL, closed captioning, and CNS

- Participants highlighted that there is not enough closed captioning, American Sign Language, Computerized Note-taking, or CART (Communication Access Realtime Translation) services offered at events, or more broadly even available across the City. These services are essential for

many people to participate in events, and ensure that people with diverse disabilities receive important information and communications in a timely manner.

Not enough accessible information and communication offered in languages other than English

- As many participants highlighted, Regina is a diverse and growing city that is home to people who rely on languages other than English to communicate. However, accessible communication efforts are predominantly in English. This presents barriers for newcomers and second-language speakers of English. Survey responses indicated a desire to see written communications available in large print and/or Braille. Some survey respondents shared that communication should reflect Regina's diversity of cultural identities, including those who have communication disabilities.

City communication is not always accessible

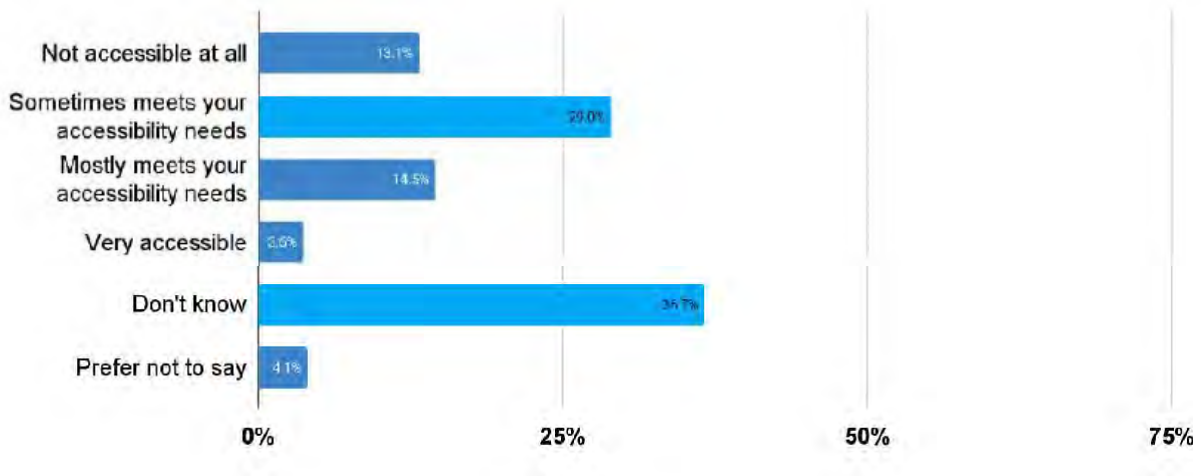
- Several participants noted that the City website is challenging to navigate and not accessible, particularly when trying to find new information. City reports and documents are often too long and without adequate synopsis. Some participants also noted that the language and jargon used in City communication and informational material is too technical for the average person to understand.

“It can be difficult to navigate the City webpage and find information you are looking for. For example, it was difficult to locate this survey from the City homepage. I eventually used Google to go directly to the page.”

4.2.8. Procurement and financial services

Survey respondents were also asked about their experience with the City of Regina’s financial services. Respondents were asked, *“In your opinion, how accessible are financial services and funding at the City of Regina?”*

Figure 13. Accessibility of Regina’s financial services, according to survey respondents



About one third of respondents (29%) indicated that financial services and funding from the City of Regina only sometimes meets their accessibility needs. Over a third of survey respondents (37%) indicated that they do not know how accessible the City's financial services and funding are.

Respondents were prompted to elaborate with the following question, *"When it comes to financial services and funding at the City of Regina, what barriers do you face or experience?"* The most commonly cited barrier for accessing the City of Regina's financial services and funding was the City's grants, selected by 30% of respondents. A quarter of survey respondents (25%) indicated that they do not face barriers with accessing financial services. Another quarter (24%) indicated that the question does not apply to them. Similarly, in the focus groups and interviews, most participants did not have experience with or barriers to share for this service area.

The following high-level themes emerged from those who had experienced challenges and barriers related to financial services and funding from the City:

City procurement process can be more transparent and accountable

- Participants highlighted a general need for the City to be more transparent about who it is procuring services from, and how it holds service providers accountable to accessibility standards.

Small businesses face more barriers than larger, more established organizations

- Some participants highlighted that small businesses (particularly those led by people with disabilities) struggle to be competitive with larger businesses due to their size. The City can play a role in providing more support for these entrepreneurs.

Online-only payment systems are not accessible

- Many participants noted that payment solutions should provide in-person, phone, and paper options to ensure people without access to technology can continue to interact with the City independently. Online systems are useful for some residents, but they should not be the only option.

4.3. Ideas for motivating change

During interviews and focus groups, participants were asked if they had any ideas on how the City could achieve desired outcomes, and ensure the Accessibility Plan is effective in supporting Regina to become a more open, accessible, and inclusive place for everyone. Participants suggested the following ideas:

Prompt action with incentives and requirements

- Enforcing or incentivizing compliance with accessibility policies and bylaws that currently exist
- Setting higher requirements within building permits so inclusion and accessibility decisions are prioritized from the start
- Enacting and enforcing penalties for failure to comply with construction bylaws related to accessibility
- Incentivizing developers to achieve higher standards of accessibility, through subsidies or density bonuses
- Planning new building codes around accessibility to be effective in five years

Monitor impacts and results

- Monitoring progress to see where challenges and successes are
- Reporting back to both Public and City leadership on actions in the Plan to ensure the City is held accountable for promised changes and planned improvements to its programs, services, and spaces
- Acknowledging the reasons why certain accessibility measures and initiatives have failed to produce expected results in the past, and seeking a solutions-minded approach to address them

Invest in accessibility

- Dedicating a budget or greater resources and funding for accessibility initiatives, including snow removal

Adopt a forward-thinking mindset

- Starting with feasible short-term steps (“quick wins”) while having clear timelines for long-term plans that address larger, systemic changes

Engage the community and bring more awareness to accessibility

- Promoting, including, and celebrating people with disabilities and diverse backgrounds
- Launching education and awareness campaigns about accessibility and the barriers people face in Regina to prompt public support
- Promote the Accessibility Plan when it is completed

Involve and empower the community

- Mandating the involvement of people with disabilities and lived experience to help plan and implement accessibility measures (for example, going beyond just involving passive advisory committees for later stages of review)
- Establishing a committee or board of Indigenous Knowledge Keepers or Elders who can advise on Indigenous perspectives, mediate, and help address barriers
- Inviting people with disabilities to test new spaces and programs and participate in accessibility audits for all of the City’s facilities and spaces
- Collaborating with people with disabilities and community-based organizations to form partnerships for action

- Conducting more public engagement to identify specific gaps and barriers to accessibility in Regina, including more low-effort surveys
- Involving persons with disabilities and lived experience in all planning processes
- Clarifying or expanding the role of the Accessibility Advisory Committee

Lead by example

- Acting as a role model by highlighting best practices and holding all of the City's events, services, and programs to the highest accessibility standards
- Providing sensitivity training or other initiatives to help City staff be more aware and understanding of the diverse accessibility needs in the community
- Publishing and making widely available a formal list of accessibility features present at all City facilities and spaces
- Initiating more programs and services that improve quality of life for people with disabilities



Appendices

What we heard report — Regina Accessibility Plan



REGINA



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Interview questions - Appendix A

City of Regina Accessibility Plan — interview questions

Questions:

1. Please introduce yourself. Why is an accessibility plan important to you and your community?
2. How would you describe your interactions and work with the City?
 - a. What are some of the City's strengths when it comes to accessibility?
 - b. What are some opportunities?

This plan is being organized around six areas of program and service delivery. I will go through each of these with you.

3. **Built Environment:** This includes City parks and open spaces, sidewalks and roads, and City facilities, including community centres, recreation and leisure centres, and City Hall. Please note that there are areas in Regina's built environment that are not in the City's jurisdiction, including private businesses and privately-owned buildings and residences, and Wascana Park, which are regulated by the Province.
 - a. What are some of the City's strengths when it comes to accessibility of the built environment?
 - b. What are the accessibility priorities or opportunities that come to mind when thinking about the City's built environment?
4. **Transportation:** This includes City sidewalks, parking (on streets and City-owned parking lots), snow removal at these locations and City facilities, taxicabs and ride-hail licensing, and Regina Transit and Paratransit. Please note that there are aspects of Regina transportation that are not part of the City's jurisdiction, including private parking lots and railway lines.
 - a. What are some of the City's strengths when it comes to accessibility of transportation?
 - b. What are the accessibility priorities or opportunities that come to mind when thinking about the City's transportation?

5. Employment: (with caveat - *we understand that many folks won't have direct experience with this, but we want to ask to make sure we don't miss anything from you.*) This includes ease of access to City hiring processes, procedures for providing accommodations, the types of accessibility supports provided throughout the hiring process and employment with the City.
 - a. What are some of the City's strengths when it comes to accessibility of their employment practices?
 - b. What are the accessibility priorities or opportunities that come to mind when thinking about employment practices at the City?
6. Programs and Services: This includes programs and services offered at the City's parks, recreation facilities (community centres, leisure centres and municipal arenas), and cultural facilities. It also includes services like applying for a business license, tax payments, building inspections and services through the City's public works department.
 - a. What are some of the City's strengths when it comes to accessibility of their programs and services?
 - b. What are the accessibility priorities or opportunities that come to mind when thinking about the City's programs and services?
7. Information and Communication: This includes printed, digital and in-person communication, including the City's website, social media accounts, and promotional materials for programs and events. It also includes online content including the City program registration system and City social media.
 - a. What are some of the City's strengths when it comes to accessibility of their information and communication systems and practices?
 - b. What are the accessibility priorities or opportunities that come to mind when thinking about the City's information and communication systems and practices?
8. Procurement & Financial Services: This includes how the City purchases goods and services, financial procedures, payment processing systems and financial reporting.
 - a. What are some of the City's strengths when it comes to procurement and financial services?

- b. What are the accessibility priorities or opportunities that come to mind when thinking about the City's procurement and financial services?
9. What are some other organizations in Regina who are doing excellent work in supporting people living with disabilities?
10. We're nearing the end of our interview! Before wrapping up, is there anything that we haven't discussed that you would like to bring up?

Interview responses: City's existing strengths - Appendix B

During the one-on-one interviews with priority candidates, participants were asked to reflect on the City's existing strengths when it comes to accessibility. This section includes a list of what we heard from interview participants. It is not a complete picture or assessment of accessibility in Regina.

"The City seems to be quite aware of ageism and ableism."

The following strengths were identified during the interviews:

Built environment

- **Public buildings are relatively more accessible than before**
 - Most public buildings have accessible features like automatic doors and ramps, and City Hall has automatic door operators
 - Mosaic Stadium has brightly lit bathrooms, accessible seating options, and hand railings on the stairs
 - George Bothwell Branch library has good parking access, does not require access via stairs, and connects well with Southland Mall
 - Community centres and pools are becoming more accessible, especially for getting into and moving around
 - Accessible washrooms have been designed in public buildings like the Fieldhouse of the Sportplex
- **Parks, public, and open spaces are well-maintained**
 - A good share of residents live near parks or public spaces, many of which have a good degree of paved paths
 - The City does a good job of maintaining urban parks
- **Washrooms are becoming more visible**
 - There is more signage for where public washrooms are located

Transportation

- **Pedestrian conditions are improving**
 - Automated Pedestrian Signals (APS) are implemented in most of the core urban areas of the city and have been steadily increasing in number
- **Road signage change is more legible**
 - Road signs were formerly all in uppercase and have been updated
- **Low-floor buses are very helpful**
 - Kneeling or low-floor buses are used in special identified areas for people using mobility devices
- **Transportation training fosters independence**
 - The City has been willing to support bus training programming for persons with disabilities, allowing for more independence and makes the job easier for caregivers
- **Regina Paratransit Service is award-winning for innovation**
 - Some of the practices and ideas implemented by Regina Paratransit Service are very innovative and have been adopted across the country
- **Fare Assistance Program for Regina Transit is a good start**
 - The discount pass for riding Regina's transit service helps some persons with disabilities and low-income, but needs to expand who it serves

Programs and services

- **Programs and services are highly responsive to being more accessible**
 - The City often demonstrates willingness to listen to and collaboratively find solutions to make its programs and services more inclusive and safe
 - The City was adept at adapting services and programming to remain accessible for as many people as possible during the pandemic
 - The City goes beyond tokenistic change when presented with feedback
- **Staff make a big difference**
 - Roles like the Inclusion Support Advisor really help bridge people with different needs to find and access programs and services that fit them
 - Most staff at recreation centres and libraries are spectacular
- **Availability of programs and services for people with disabilities is generally good**
 - There seems to be quite a lot of programs tailored for older adults
 - Many of the City's programs have accessibility provisions for persons with disabilities

- There are generally not many complaints regarding access for the City's programs and recreation facilities
- **Regina Public Library is community-oriented and provides great special programs**
 - It is evident that the Regina Public Library values every member of the community through the resources and support it provides
- **Good partnerships between the City and local non-profit organizations**
 - City is receptive of providing support for programs to serve priority populations like seniors and youth

Employment

- **Some City jobs are accessible to people with disabilities**
 - The City has hired people with disabilities for certain types of jobs, mostly custodial and related to snow removal
 - Chief Layne Jackson and Regina Fire and Protective Services worked with 4to40, which works to hire for customized employment opportunities
 - Regina Paratransit Service hired persons with disabilities to train the public on how to use the service
- **Volunteer opportunities for the City can be meaningful and influential**
 - The City is good at reaching out for volunteers to join focus groups or committee advisory groups
 - Some people with disabilities were instrumental in making meaningful changes for the development of the recent Leisure Guide

Information and communication

- **Information from the City is easy to access with the Internet**
 - Online sources of information from the City is generally accessible
 - The City's Social media presence has improved recently, especially in terms of visual aesthetics
 - The website for the City is generally user-friendly for accessing key information (i.e., changes to garbage pick up times)
- **City takes on role as a central hub for communicating what services and programming are available**
 - The Communications department at the City works well with local organizations for distributing information about programming and services

- **Representation in City communications is getting better**
 - The City is doing a good job at further representing the diversity of Regina's communities in its communications and promotion efforts

Survey questions - Appendix C

Public survey — Regina Accessibility Plan

The City of Regina is developing an Accessibility Plan to identify, remove, and prevent barriers to access in all City spaces, programs, and services. We are asking for community input to ensure that the Plan reflects the diverse needs of people living, working, playing, and learning in Regina.

To inform the Accessibility Plan, the City of Regina is conducting a survey. The survey includes questions about what accessibility means to you; what barriers you may have faced in City-operated spaces, programs, and services; and what actions the City can take to remove these barriers.

Thank you for taking the time to fill in this survey. There are 18 survey questions, followed by five optional demographic questions.

1. What does an accessible Regina look like to you?

- (Open answer) _____
- Prefer not to say.

2. Have you (or the person you are caring for) had a hard time (faced barriers) using services and programs from the City of Regina in the last year? If so, what kinds of barriers? *(choose all that apply)*

- **Built environment** (for example: not able to enter a City building; a City park or playground does not meet your needs, no accessible washroom, etc.)
- **Communication and information** (for example: the City only gives information online, City communication is not plain language, City signage is confusing, etc.)
- **Attitudes** (for example: City staff were not trained on disability, people made assumptions about your abilities, etc.)
- **Technology** (for example: no interpreter available in City facilities, programs, or services; not able to sign up for recreation programs; inaccessible City websites; etc.)
- **Roads and sidewalks** (for example: snow removal is too slow, snow is plowed into curb ramps or accessible parking spaces, sidewalks are in bad condition, etc.)
- **Programs and services** (for example: not able to register for programs, staff don't have training on disability, recreation equipment is not accessible, etc.)

- **Transportation** (for example: not enough transit in your area, not enough Paratransit services, not enough accessible taxicabs or rideshare services, etc.)
- **Employment** (for example: not able to get or keep a job at the City, job postings are confusing, etc.)
- **Financial services and funding** (for example: bill payment is not accessible, application forms are not accessible, etc.)
- **Cost** (for example: a City program or service is too expensive)
- Other. Write in your own answer: _____
- Have not faced barriers with the City of Regina in the last year
- Don't know
- Prefer not to say

3. When it comes to the built environment, what barriers do you face or experience? (choose all that apply)

"Built environment" includes City parks, open spaces, and facilities (including community centres, recreation and leisure centres, and City Hall). Please note that some spaces in Regina are not under the City's control (for example, private businesses, privately owned buildings and residences, and Wascana Park, which are regulated by the Province).

- City buildings are not accessible.
- Recreation facilities are not accessible (for example: no adult change tables, no pool access, etc.).
- Park features are not accessible (for example: seating, playgrounds, washrooms, etc.).
- Public spaces are not accessible.
- There are not enough accessible toilets at City facilities.
- There are not enough low-stimulation spaces at City facilities.
- There are not enough audible or tactile signals to help you find your way.
- Other. Write in your own answer: _____
- You do not face barriers with the built environment
- Does not apply to you
- Don't know
- Prefer not to say

4. In your opinion, how accessible is the City of Regina's built environment?

- Not accessible at all
- Sometimes meets your accessibility needs
- Mostly meets your accessibility needs
- Very accessible
- Don't know
- Prefer not to say

5. When it comes to transportation offered by the City of Regina, what barriers do you face or experience? (choose all that apply)

"Transportation" includes City roads and sidewalks, parking (on streets and in City-owned parking lots), snow removal at these locations and City facilities, taxicabs and ride-hail licensing, and Regina Transit and Paratransit. Please note that some aspects of transportation in Regina are not operated by the City, including private parking lots and railway lines.

- Paths and trails are not accessible.
- Buses are not frequent enough.
- Buses and/or stops are not accessible.
- Transit is not available in my area.
- Paratransit is not reliable or available enough.
- Taxicabs and/or ride-hail services are not accessible or available enough.
- Snow removal is too slow.
- Sidewalks are in bad condition or not accessible (for example: not enough curb ramps, uneven pavement, etc.)
- There are not enough audible signals at crosswalks.
- There is not enough accessible parking.
- Other. Write in your own answer: _____
- You do not face barriers with transportation
- Does not apply to you
- Don't know
- Prefer not to say

6. In your opinion, how accessible is transportation in the City of Regina?

- Not accessible at all
- Sometimes meets your accessibility needs
- Mostly meets your accessibility needs
- Very accessible
- Don't know
- Prefer not to say

7. Have you applied or thought about applying to work for the City of Regina before?

- Yes (jump to question 8)
- No (jump to question 10)
- Don't know (jump to question 10)
- Prefer not to say (jump to question 10)

**8. When it comes to employment at the City of Regina, what barriers do you face or experience?
(choose all that apply)**

"Employment" includes City hiring processes (including job applications and interviews) and jobs, including accommodations, opportunities, and supports for people with disabilities to work at the City.

- Hiring processes are not accessible.
- City work spaces are not accessible.
- Job postings require things that are not needed for the job (for example: a driver's license for a job that doesn't include driving).
- There are not enough jobs for people with disabilities to work at the City.
- There are not enough part-time or job sharing options to work at the City.
- There is not enough support for City employees with disabilities.
- Other. Write in your own answer: _____
- You do not face barriers with employment at the City of Regina
- Does not apply to you
- Don't know

- Prefer not to say

9. In your opinion, how accessible is employment at the City of Regina?

- Not accessible at all
- Sometimes meets your accessibility needs
- Mostly meets your accessibility needs
- Very accessible
- Don't know
- Prefer not to say

10. When it comes to programs and services offered by the City, what barriers do you face or experience? (choose all that apply)

"Programs and services" includes programs and services offered at the City's parks, recreation facilities (community centres, leisure centres and municipal arenas), and cultural facilities. It also includes building inspections, and other City services.

- It is hard to find out what accessibility features the City offers for specific programs or services.
- It is hard to sign up for City programs or services (for example: sign up is not accessible).
- City programs or services are too expensive.
- City staff are not trained to support people with physical disabilities.
- City staff are not trained to support neurodiverse people.
- City programs or services are not in accessible buildings or spaces.
- Other. Write in your own answer: _____
- You do not face barriers with City programs or services
- Does not apply.
- Don't know
- Prefer not to say

11. In your opinion, how accessible are the City of Regina's programs and services?

- Not accessible at all
- Sometimes meet your accessibility needs

- Mostly meet your accessibility needs
- Very accessible
- Don't know
- Prefer not to say

12. When it comes to communication and information from the City of Regina, what barriers do you face or experience? (choose all that apply)

"Communication and information" includes printed, digital, and in-person communication, including the City's website, social media accounts, and information about programs and events.

- It is hard to find information by phone or without a computer.
- It is hard to submit a Service Request online.
- ASL (American Sign Language), CART (Communication Access Realtime Translation), or CNS (Computerized Note-Taking Services) options are not available.
- City websites are not accessible.
- Social media posts from the City are not accessible.
- City forms and applications are not accessible.
- Signage in City buildings or public spaces is not accessible.
- Not enough accessible communication and information in languages other than English.
- Other. Write in your own answer: _____
- You do not face barriers with communication and information from the City.
- Does not apply to you.
- Don't know
- Prefer not to say

13. In your opinion, how accessible is communication and information from the City of Regina?

- Not accessible at all
- Sometimes meets your accessibility needs
- Mostly meets your accessibility needs
- Very accessible
- Don't know

- Prefer not to say

14. When it comes to financial services and funding at the City of Regina, what barriers do you face or experience? (choose all that apply)

"Financial services and funding" includes bill payments, financial procedures, point of sale systems, business license applications and financial reporting, as well as grants and the City's funding system.

- Online payment systems are not accessible.
- There are not enough ways to pay City bills offline (for example: in person, by mail, by phone).
- The City's grants are not accessible (for example: forms are hard to fill out, there are too many barriers to eligibility, etc.).
- Other. Write in your own answer: _____
- You do not face barriers with financial services.
- Does not apply to you.
- Don't know
- Prefer not to say

15. In your opinion, how accessible are financial services and funding at the City of Regina?

- Not accessible at all
- Sometimes meet your accessibility needs
- Mostly meet your accessibility needs
- Very accessible
- Don't know
- Prefer not to say

16. Do you feel like you are treated with dignity and respect when you use City spaces, programs, or services?

- Never
- Rarely

- Some of the time
- Often
- Always
- Don't know
- Prefer not to say

17. Which areas are most important for improving accessibility? (select up to 3)

- Built environment
- Communication
- Attitudes
- Technology
- Roads and sidewalks
- Programs and services
- Transportation
- Employment
- Financial services and funding
- Cost
- Other. Write in your own answer: _____
- Don't know
- Prefer not to say

18. If the City of Regina could focus on making one area more accessible, what would you like to see?

(Open answer) _____

Demographics

It is important to us to know who we are hearing from. These last few questions will help us ensure that we hear from a wide range of people and perspectives across Regina.

1. What gender do you (or the person you are caring for) identify as? (choose all that apply)

- Woman
- Man
- Non-binary/gender diverse

- Two-spirit
- Transgender
- Prefer to self-identify: _____
- Prefer not to say

2. What age group do you (or the person you are caring for) belong to?

- Under 15 years old
- 15-19 years old
- 20-24 years old
- 25-29 years old
- 30-34 years old
- 35-39 years old
- 40-44 years old
- 45-49 years old
- 50-54 years old
- 55-59 years old
- 60-64 years old
- 65-69 years old
- 70-74 years old
- 75 years or older
- Prefer not to say

3. Which options below apply to you (or the person you are caring for)? (choose all that apply)

- Indigenous
- Person of colour
- LGBTQ2S+
- Born outside of Canada
- New to Canada within the last five years
- Live with children (under age 18) in the household
- Live with seniors in the household
- None of the above
- Prefer not to say

4. Which options below describe your connection to accessibility? (choose all that apply):

- Person with a disability
- Advocate or work for a disability organization
- Care for someone with a disability
- Older adult
- Care for someone who is an older adult
- None of the above
- Prefer not to say

5. How much money does your household make each year before taxes?

- Under \$10,000
- \$10,000 to less than \$30,000
- \$30,000 to less than \$60,000
- \$60,000 to less than \$90,000
- \$90,000 to less than \$120,000
- \$120,000 to less than \$150,000
- \$150,000 and over
- Don't know
- Prefer not to say

D | Pop-up board example

Share your thoughts on Regina's new Accessibility Plan



What's happening?

The City of Regina is creating an Accessibility Plan to ensure that everyone can access City spaces, programs, and services. To make sure that the Plan reflects the diverse needs of people living, working, and playing in Regina, the City invites you to tell us about your experiences with accessibility in Regina.

Public input will directly inform the Accessibility Plan.

Your comments will help shape priorities and actions for the City to remove barriers to access in areas including:

- Built environment
- Communication
- Transportation
- Employment
- Technology
- Financial services



Project goals

1. Identify, remove, and prevent barriers to participation in civic life.
2. Strengthen the City's ongoing commitment to becoming an age-friendly and accessible city.
3. Create a centralized, strategic plan to coordinate accessibility efforts across all City departments.

To learn more and take the survey, scan here!



Timeline



Spring 2023	June 2023	Summer 2023	Fall 2023	Winter 2023/24
Project startup and policy review	Public consultation	Draft the Accessibility Plan	Finalize the Accessibility Plan	Present to City Council

Regina.ca/accessibility




Barriers to accessibility in Regina

Have you (or the person you care for) had a hard time (faced barriers) using services and programs from the City of Regina in the last year?

Place a sticker next to the kinds of barriers that you have experienced.

Built environment (for example: not able to enter a City building; a City park or playground does not meet your needs, no accessible washroom, etc.)

Roads & sidewalks (for example: snow removal is too slow, snow is plowed into curb ramps or accessible parking spaces, sidewalks are in bad condition, etc.)

Communication (for example: City information is only available online, City communication is not plain language, signage is confusing, etc.)

Financial services and funding (for example: bill payment is not accessible, application forms are not accessible, etc.)

Attitudes (for example: staff were not trained on disability, people made assumptions about your abilities, etc.)

Cost (for example: a City program or service is too expensive)

Employment (for example: not able to get or keep a job at the City, job postings are confusing, etc.)

Other: _____

Technology (for example: no interpreter available in City facilities, programs, or services; not able to sign up for recreation programs; inaccessible City websites; etc.)

Programs & services (for example: not able to register for programs, staff don't have training on disability, recreation equipment is not accessible, etc.)



Transportation (for example: not enough transit in your area, not enough Paratransit services, not enough accessible taxicabs or rideshare services, etc.)

You have not faced barriers with the City of Regina in the last year.

Barriers to accessibility in Regina

Communication and information

Place a sticker next to the kinds of barriers that you have experienced.

It is hard to find information by phone or without a computer.	City forms and applications are not accessible.
It is hard to submit a Service Request online.	Signage in City buildings or public spaces is not accessible.
ASL, CART, or CNS options are not available.	Not enough accessible communication and information in languages other than English.
City websites are not accessible.	Other: _____
Social media posts from the City are not accessible.	



Which areas are most important for improving accessibility in Regina?

Please choose up to three. Use a sticker to show your choices.


Built environment	Roads and sidewalks	Financial services and funding
Communication	Programs and services	Cost
Attitudes	Transportation	Other: _____
Technology	Employment	

Barriers to accessibility in Regina

Employment

Place a sticker next to the kinds of barriers that you have experienced.


Hiring processes are not accessible.	There are enough part-time or job sharing options at the City.
City work spaces are not accessible.	There is not enough support for City employees with disabilities.
Job postings require things that are not needed for the job (for example: a driver's license for a job that doesn't involve driving).	Other: _____
There are enough jobs for people with disabilities to work at the City.	



Programs and services

Place a sticker next to the kinds of barriers that you have experienced.

It is hard to find out what accessibility features the City offers for specific programs or services.	City staff are not trained to support neurodiverse people.
It is hard to sign up for City programs or services (for example: sign up is not accessible).	City programs or services are not in accessible buildings or spaces.
City programs or services are too expensive.	Other: _____
City staff are not trained to support people with physical disabilities.	



Barriers to accessibility in Regina

Built environment

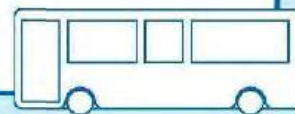
Place a sticker next to the kinds of barriers that you have experienced.

City buildings are not accessible.	There are not enough accessible toilets at City facilities.
Recreation facilities are not accessible (for example: no adult change tables, no pool access, no accessible gym).	There are not enough low-stimulation spaces at City facilities.
Park features are not accessible (for example: seating, playgrounds, washrooms, etc.).	There are not enough audible or tactile signals.
Public spaces are not accessible.	Other: _____

Transportation

Place a sticker next to the kinds of barriers that you have experienced.

Paths and trails are not accessible.	Sidewalks are not accessible or in bad condition.
Buses are not frequent enough.	Snow removal is too slow.
Buses and/or bus stops are not accessible.	Not enough audible signals at crosswalks.
Transit is not available in my area.	Not enough accessible parking.
Paratransit is not reliable or available enough.	Other: _____
Taxicabs and/or ride-hail services are not accessible or available enough.	



Survey analysis: Additional charts and graphs - Appendix E

Top barriers ranked by percentage of survey respondents:

Specific barrier	Category
1. Sidewalks are in bad condition and or not accessible (75%)	Transportation
2. Snow removal is too slow (64%)	Transportation
3. It is hard to find information by phone or without a computer (50%)	Communication and information
4. Park features are not accessible (47%)	Built environment
5. It is hard to find out what accessibility features the City offers for specific programs or services (40%)	Programs and services
6. Job postings require things that are not needed for the job (39%)	Employment
7. There are not enough accessible toilets at City facilities (39%)	Built environment
8. There are not enough jobs for people with disabilities to work at the City (39%)	Employment
9. Buses are not frequent enough (39%)	Transportation
10. Hiring processes are not accessible (34%)	Employment
11. Recreation facilities are not accessible (33%)	Built environment
12. City programs or services are too expensive (31%)	Programs and services
13. Online payment systems are not accessible (30%)	Financial services and funding
14. City staff are not trained to support neurodiverse people (29%)	Programs and services

15. Not enough accessible communication and information in languages other than English (25%)

Communication and information

If the City of Regina could focus on making one area more accessible, what would you like to see?

Answer	Percentage of respondents
Sidewalks, Paths, and Walkways	31.0%
Transit and Paratransit	20.7%
Built environment, parks, and public spaces	14.4%
Programming and services	9.2%
Snow removal	6.9%
Employment	5.2%
Parking	4.0%
City communication and information	4.0%
Language and newcomer services	2.9%
Public washrooms	2.9%
Educating staff	2.9%
Costs of programming and transit	2.3%
Financial support	1.7%
Lighting for walkways	1.1%
Signs and wayfinding	1.1%

Numbers of Indigenous respondents who reported facing barriers with the City of Regina (n=14)

Answer	Number of responses
Roads and sidewalks	11
Built environment	8
Programs and services	8
Transportation	7
Communication and information	5
Technology	5
Cost	5
Attitudes	4
Employment	2
Financial services and funding	2
Have not faced barriers with the City of Regina	1
Don't know	0
Prefer not to say	0

Percentage of respondents who have faced barriers with the City of Regina, by gender

Gender	Built environment	Communication and information	Attitudes	Technology	Roads and sidewalks
Man	35.7%	30.4%	14.3%	16.1%	66.1%
Woman	45.5%	42.3%	30.9%	25.2%	79.7%
Other genders	69.2%	50.0%	61.5%	46.2%	88.5%
Prefer not to say	54.5%	36.4%	45.5%	36.4%	77.3%

Gender	Programs and services	Transportation	Employment	Financial services and funding	Cost	Have not faced barriers
Man	14.3%	44.6%	21.4%	8.9%	23.2%	8.9%
Woman	28.5%	50.4%	18.7%	15.4%	30.9%	4.1%
Other genders	57.7%	84.6%	34.6%	42.3%	42.3%	3.8%
Prefer not to say	40.9%	45.5%	36.4%	27.3%	54.5%	0.0%

Men reported accessibility barriers proportionally less than women. Though there is only a small sample size of 26 persons who identify with all other genders, they reported barriers proportionally more frequently than both men and women. The results also suggest that attitude in relation to accessibility, as well as general access to programs and services, may be barriers encountered much more frequently by people who identify with other genders than compared to male and female participants.

Percentage of respondents who have faced barriers with the City of Regina, by age

Age	Built environment	Communication and information	Attitudes	Technology	Roads and sidewalks
15 years or younger	58.8%	29.4%	35.3%	29.4%	70.6%
16-24 years old	100.0%	40.0%	80.0%	60.0%	90.0%
25-34 years old	63.2%	47.4%	31.6%	21.1%	84.2%
35-44 years old	42.0%	26.0%	26.0%	20.0%	80.0%
45-54 years old	36.8%	34.2%	36.8%	26.3%	68.4%
55-64 years old	54.5%	57.6%	36.4%	24.2%	78.8%
65 years or older	25.6%	43.6%	17.9%	33.3%	76.9%

Age	Programs and services	Transportation	Employment	Financial services and funding	Cost	Have not faced barriers
15 years or younger	58.8%	23.5%	11.8%	11.8%	23.5%	0.0%
16-24 years old	70.0%	70.0%	30.0%	60.0%	60.0%	0.0%
25-34 years old	34.2%	57.9%	18.4%	23.7%	50.0%	5.3%
35-44 years old	28.0%	58.0%	30.0%	20.0%	28.0%	4.0%
45-54 years old	31.6%	52.6%	28.9%	15.8%	34.2%	7.9%
55-64 years old	18.2%	51.5%	27.3%	15.2%	33.3%	3.0%
65 years or older	12.8%	48.7%	10.3%	5.1%	17.9%	7.7%

Based on the percentage of survey responses for each age group, there may be a general trend in which younger people in Regina report barriers more frequently than older people when using programs and services provided by the City of Regina. It should be noted that only 17 survey respondents identified as

15 years or younger, and 10 survey respondents identified as between 16-24 years old, whereas all other age groups were represented by more than 30 respondents. Specifically, when ranked, the most common barriers faced by people in each age group when using the City of Regina's services and programs were:

	15 years or younger	16-24 years old	25-34 years old	35-44 years or younger	45-54 years old	54-64 years old	65 years or older
1	Roads and sidewalks	Built environment	Roads and sidewalks	Roads and sidewalks	Roads and sidewalks	Roads and sidewalks	Roads and sidewalks
2	Built environment	Roads and sidewalks	Built environment	Transportation	Transportation	Communication and information	Transportation
3	Programs and services	Attitudes	Transportation	Built environment	Built environment	Built environment	Communication and information
4	Attitudes	Programs and services	Cost	Employment	Cost	Transportation	Technology
5	Communication and information	Transportation	Communication and information	Programs and services	Communication and information	Attitudes	Built environment

*Note: coloured cells indicate difference with general findings

Built environment barriers faced by survey respondents

Answer	Percentage
Park features are not accessible	47.3%
There are not enough accessible toilets at City facilities	39.2%
Recreation facilities are not accessible (for example: no adult change tables, no pool access, etc.).	34.2%
There are not enough low-stimulation spaces at City facilities	32.9%
Public spaces are not accessible	32.9%
There are not enough audible or tactile signals to help you find your way	27.9%
City buildings are not accessible	22.1%
Other (Write your own answer)	11.7%
You do not face barriers with the built environment	9.9%
Does not apply to you	9.9%
Don't know	1.8%
Prefer not to say	1.4%

Transportation barriers faced by survey respondents

Answer	Percentage
Sidewalks are in bad condition and or not accessible	74.6%
Snow removal is too slow	63.8%
Buses are not frequent enough	52.2%
Buses and/or stops are not accessible	40.6%
Paths and trails are not accessible	38.8%
Paratransit is not reliable or available enough	35.7%
There is not enough accessible parking	32.1%
There are not enough audible signals at crosswalks	22.8%
Taxicabs and/or ride-hail services are not accessible or available enough	20.5%
Transit is not available in my area	15.2%
Other (Write in your answer)	8.9%
You do not face barriers with transportation	5.4%
Does not apply to you	3.6%
Don't know	0.4%
Prefer not to say	0.4%

Programs and services barriers faced by survey respondents

Answer	Percentage
It is hard to find out what accessibility features the City offers for specific programs or services	40.1%
City programs or services are too expensive	30.6%
City staff are not trained to support neurodiverse people	29.3%
City staff are not trained to support people with physical disabilities	23.9%
It is hard to sign up for City programs or services	23.0%
City programs or services are not in accessible buildings or spaces	17.1%
Don't know	12.6%
You do not face barriers with City programs or services	9.5%
Does not apply	9.5%
Other (Write your own response)	8.6%
Prefer not to say	2.3%

Employment barriers faced by survey respondents

Answer	Percentage
Job postings require things that are not needed for the job	39.0%
There are not enough jobs for people with disabilities to work at the City	39.0%
Hiring processes are not accessible	34.1%
There are not enough part-time or job sharing options to work at the City	34.1%
There is not enough support for City employees with disabilities	31.7%
City work spaces are not accessible	18.3%
Other (Write your own answer)	17.1%
Does not apply to you	15.9%
You do not face barriers with employment at the City of Regina	11.0%
Don't know	7.3%
Prefer not to say	1.2%

Information and communication barriers faced by survey respondents

Answer	Percentage
It is hard to find information by phone or without a computer	49.8%
It is hard to submit a Service Request online	16.7%
ASL, CART, or CNS options are not available	17.2%
City websites are not accessible	17.6%
Social media posts from the City are not accessible	14.0%
City forms and applications are not accessible	17.2%
Signage in City buildings or public spaces is not accessible	15.4%
Not enough accessible communication and information in languages other than English	24.9%
You do not face barriers with communication and information from the City.	15.8%
Does not apply to you	12.7%
Don't know	8.6%
Prefer not to say	0.5%
Other (Write in your own answer)	9.0%

Financial services and funding barriers faced by survey respondents

Answer	Percentage
The City's grants are not accessible	30.0%
You do not face barriers with financial services	24.7%
Does not apply to you	23.8%
There are not enough ways to pay City bills offline	14.8%
Online payment systems are not accessible	9.9%
Don't know	9.9%
Other (Write in your own answer)	8.1%
Prefer not to say	2.7%

Appendix B: 2026 Accessibility Plan Survey Results

What We Learned Report

Introduction & Background

In 2023, a survey was carried out to inform the development of the City of Regina's (City) Accessibility Plan. The survey primarily heard from people with disabilities and older adults, people who care for people with disabilities or older adults or community advocates for accessibility. The Accessibility Plan was finalized and approved by City Council in 2024.

In 2026, the City undertook a follow-up survey about progress of the Accessibility Plan, checking public perception and priorities related to accessibility. The survey was hosted online via Be Heard, the City of Regina's digital engagement platform, and was open from February 13 to 26, 2026. A news release was sent to local media and several outlets published stories to promote the survey. The survey was also shared on City social media and emailed to relevant contacts, including disability organizations and other community groups and advocates. The intent is to present the findings from the latest survey to City Council in May 2026.

Engagement Overview

Residents were asked to respond to questions in an online survey about progress on the City's Accessibility Plan. The priority was to ask similar questions to the 2023 survey to allow for a comparison. Because the 2026 survey was communicated to a broader subset of the public, responses were separated into two categories: those from people with disabilities and older adults, and those from people who connect to accessibility in another way (everyone else).

Overall, there were 102 responses to the survey, compared to 223 responses in 2023. Forty-nine of the 102 participants identified as either a person with a disability and/or an older adult. The other 53 participants were connected to accessibility in different ways.

Note: Some of the percentages in the results below do not total 100% due to rounding.

Figure 1 (below, a bar chart) and Table 1 (below Figure 1) show the number of community members who took part in the survey and their relationship to accessibility. Respondents were asked to select all options that apply.

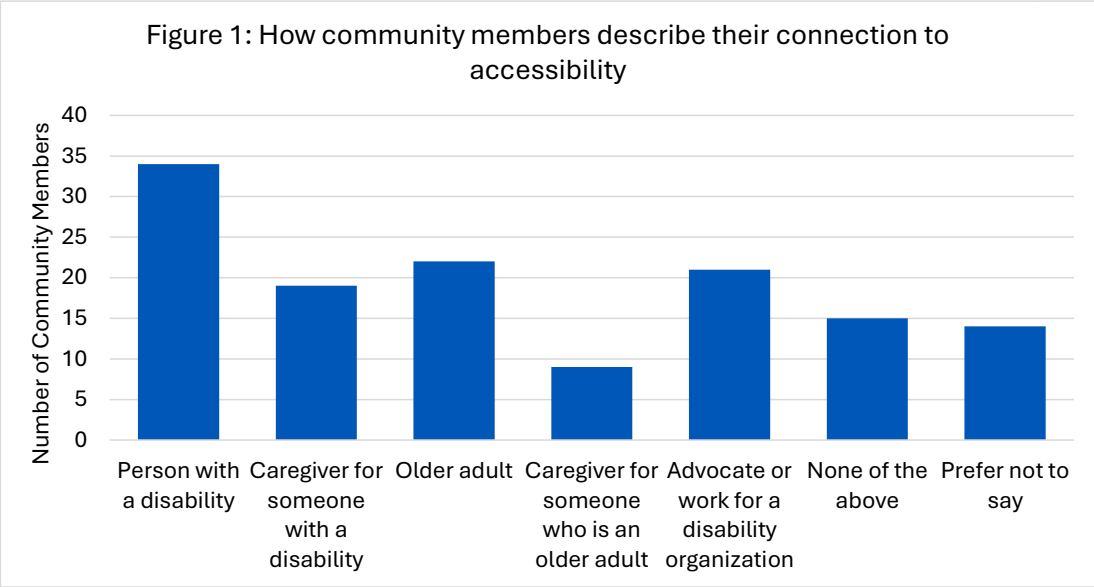


Table 1: Connection to accessibility	Number of People
Person with a disability	34
Caregiver for someone with a disability	19
Older adult	22
Caregiver for someone who is an older adult	9
Advocate or work for a disability organization	21
None of the above	15
Prefer not to say	14

Figure 2 (below, a bar chart) and Table 2 (beneath Figure 2) show the number of people who selected each option in a question about demographic information. Respondents were asked to select all that apply.

Figure 2: How community members describe their identity

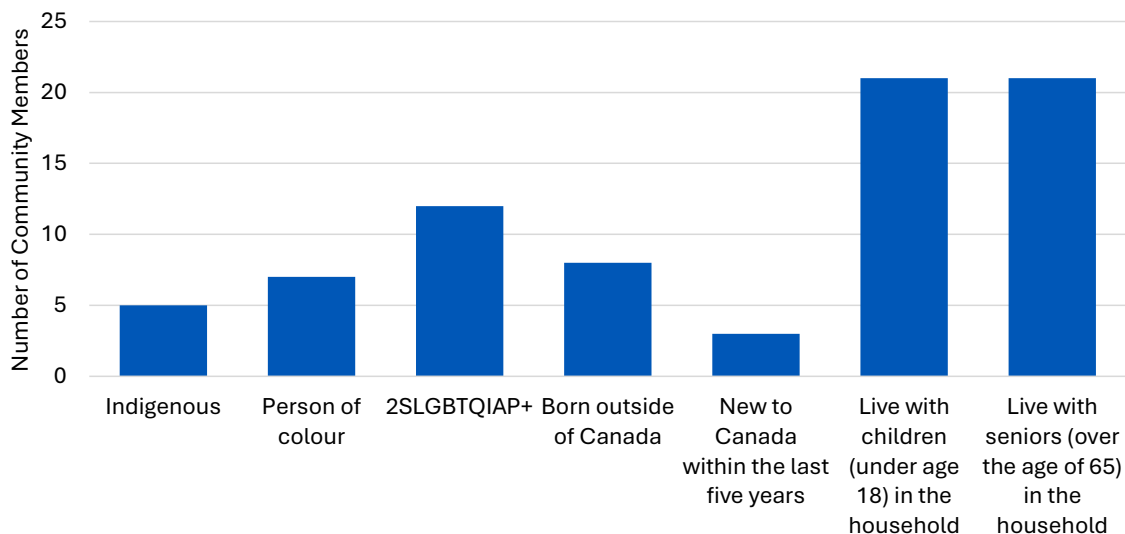


Table 2: Participants' self-described identity	Number of people
Indigenous	5
Person of colour	7
2SLGBTQIAP+	12
Born outside of Canada	8
New to Canada within the last five years	3
Live with children (under age 18) in the household	21
Live with seniors (over the age of 65) in the household	21

Overall Key Themes and Findings

General feedback on Accessibility Plan progress

Figure 3 (below, a bar chart) and Table 3 (beneath Figure 3) show satisfaction ratings of community members on progress toward implementation of the Accessibility Plan.

Overall, on a 4-option scale from very unsatisfied to very satisfied, the most common response was slightly satisfied, followed by slightly unsatisfied and very unsatisfied.

Very satisfied was selected the least. About one-quarter of people also chose don't know, which could mean the City could improve communication about the Accessibility Plan.

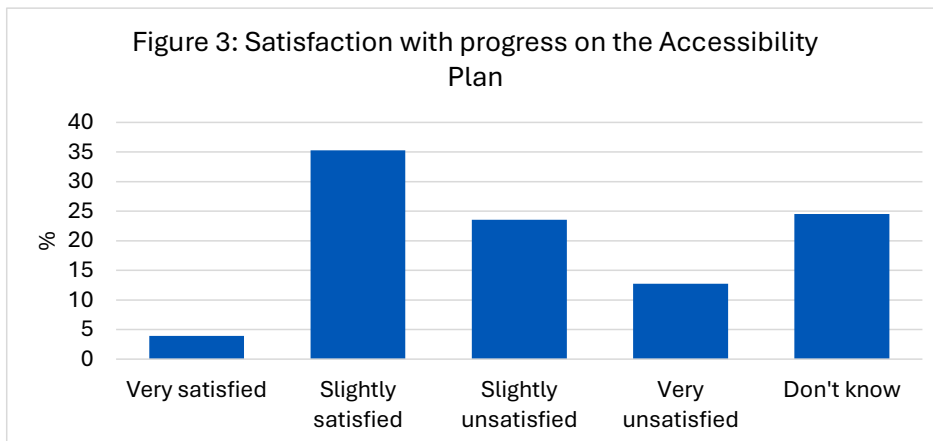


Table 3: Satisfaction with progress on the Accessibility Plan	Percentage
Very satisfied	4
Slightly satisfied	35
Slightly unsatisfied	24
Very unsatisfied	13
Don't know	25

Top priorities

Figure 4 (below, a bar chart on its side) and Table 4 (beneath Figure 4) show the number of times participants rated different priority areas in their top 3 from a list of options to improve. Roadways and sidewalks were the top priority, with 73 placements in the top 3. Next was transportation with 42 placements, followed by the built environment with 33 placements.

Figure 4: Top priorities in the 2026 engagement

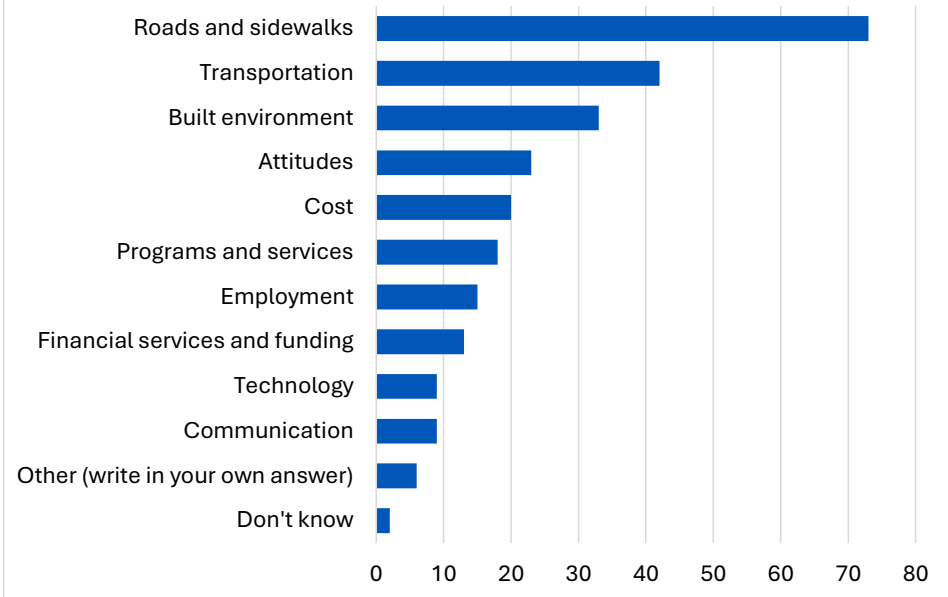


Table 4: Top priorities	Number of times ranked in the top 3
Roads and sidewalks	73
Transportation	42
Built environment	33
Attitudes	23
Cost	20
Programs and services	18
Employment	15
Financial services and funding	13
Communication	9
Technology	9
Other (write in your own answer)	6

Built Environment

Figure 5 (below, a bar chart) and Table 5 (beneath Figure 5) show the percentage of accessibility ratings for Regina’s built environment in 2023 and 2026. In the chart, the 2023 results are in blue and the 2026 results are represented next to the blue bar with a yellow bar and a red bar. Those who identify as having a disability or as an older adult are represented by yellow. Everyone else is represented by red. In the 2026 survey, a higher percentage of people rated the built environment as very accessible or fairly accessible, compared to the survey in 2023, where most people rated the built environment as a little accessible. In the recent survey, there is also a small trend where a higher percentage of those with disabilities and older adults rated the built environment as a little accessible or not accessible at all, compared to everyone else.

Figure 5: Accessibility of Regina's built environment

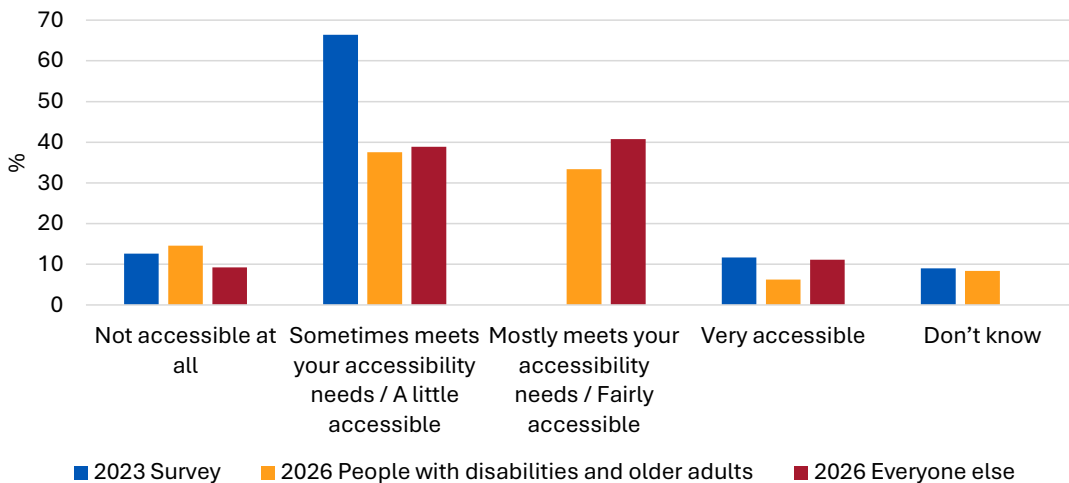


Table 5: Accessibility of Regina’s built environment	2023 Survey (%)	2026: People with disabilities and older adults (%)	2026: Everyone else (%)
Not accessible at all	13	15	9
Sometimes meets your accessibility needs / A little accessible	66	38	39
Mostly meets your accessibility needs / Fairly accessible	0	33	41
Very accessible	12	6	11

Table 5: Accessibility of Regina’s built environment	2023 Survey (%)	2026: People with disabilities and older adults (%)	2026: Everyone else (%)
Don’t know	9	8	0

Feedback on Regina’s Built Environment

Many of the comments received about the built environment continue to focus on sidewalks and snow clearing – things like the importance of curb cuts, ensuring snow is cleared in the winter and new areas are built with snow clearing in mind. Other topics included accessible and family washrooms and ensuring developers follow accessibility standards.

“Roads and sidewalks are in rough shape (both in terms of snow/ice removal and unevenness/cracks/heaves/pot holes) that make accessibility difficult year-round for many with physical limitations.”

“City facilities need family/accessible washrooms at all facilities. My partner requires assistance in washroom. We are not able to attend any rinks in the city. These would also be very helpful to parents of children.”

“I’m not sure why all the corner curbs are not being converted to ramp curves. Last year, down the street, the curb was broken. They came out and fixed it and replaced it with a high curb. Why wouldn’t you take the opportunity to revamp that to make it more accessible?”

“Harbour Landing [...] is a newer neighborhood. I would like to see action not just to hold the City accountable, but developers accountable. [...] Newer areas are being condensed with more population, more traffic but narrow streets. [...] When snow is pushed [...] it barely makes it so one car can go down, let alone two. I can’t imagine with the way our sidewalks are when it snows, having a wheelchair to try to get anywhere.”

Transportation

Figure 6 (below, a bar chart) and Table 6 (below Figure 6) show the percentage of accessibility ratings for transportation in Regina in 2023 and 2026. In the chart, the 2023 results are represented in blue; the 2026 results are represented in yellow and red. Those who identified as having disabilities or as an older adult are the yellow bar; everyone else is marked by the red one. In the 2026 survey, a higher percentage of people rated transportation as very accessible or fairly accessible, compared to 2023 when most people rated transportation as a little accessible. More people with disabilities and older adults also rated transportation as not accessible at all compared to everyone else.

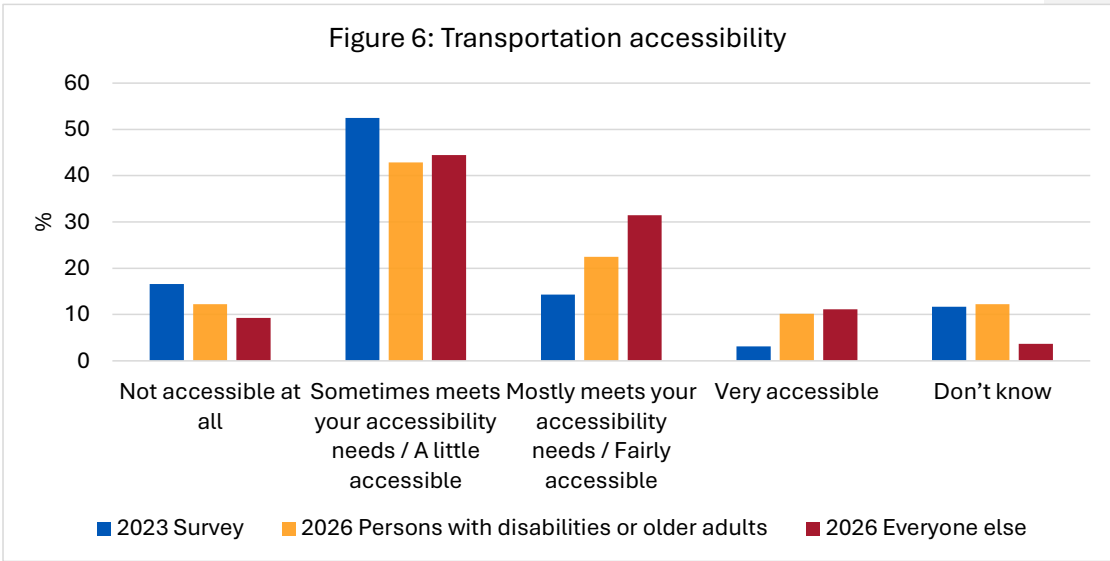


Table 6: Accessibility of transportation	2023 Survey (%)	2026: People with disabilities and older adults (%)	2026: Everyone else (%)
Not accessible at all	17	12	9
Sometimes meets your accessibility needs / A little accessible	53	43	44
Mostly meets your accessibility needs / Fairly accessible	14	22	31
Very accessible	3	10	11
Don't know	12	12	4

Feedback on transportation

Feedback on accessibility of transportation within the city focused on transit – specifically routes, walkability of stops in outlying areas, availability of paratransit services and cost. Participants shared that while transit has improved, there is still work to do. It is still difficult to walk to a stop in outer areas of the city, and the downtown transfers on 12th Avenue and Victoria Avenue are difficult for people who use wheelchairs.

“The switch to move buses off of 11th Ave had a very negative impact on the accessibility downtown. The long walks to transfer to another bus, the limited shelters and on-going safety concerns make it appear that the city has no regard for transit users at all.”

“For someone with a disability transit in Regina is terrible, especially in the Greens area is terrible. I shouldn’t have to walk 15 minutes to the nearest stop and then ride two busses just to get to nearby businesses. Transit routes are poorly laid out. All routes take the longest way to get to Cornwall Centre.”

“Transport and general mobility is abysmal. Protected lanes for mobility scooters and cycling should be a priority for connecting people to major services like hospitals and recreation. If you build it they will come.”

Programs and Services

Figure 7 (below, a bar chart) and Table 7 (beneath Figure 7) show the percentage of accessibility ratings for Regina’s programs and services. In the chart, the results of the 2023 engagement is represented in blue. Responses from the 2026 survey are represented in yellow and red. Residents who identified as having disabilities or as older adults are represented in yellow; everyone else is in red. In the 2026 survey, a higher percentage of people rated the programs and services as very accessible or fairly accessible, compared to 2023 when most people rated them a little accessible. As mentioned in other figures, more people with disabilities and older adults rated

programs and services as a little accessible or not accessible at all compared to everyone else.

Figure 7: Accessibility of the City's programs and services

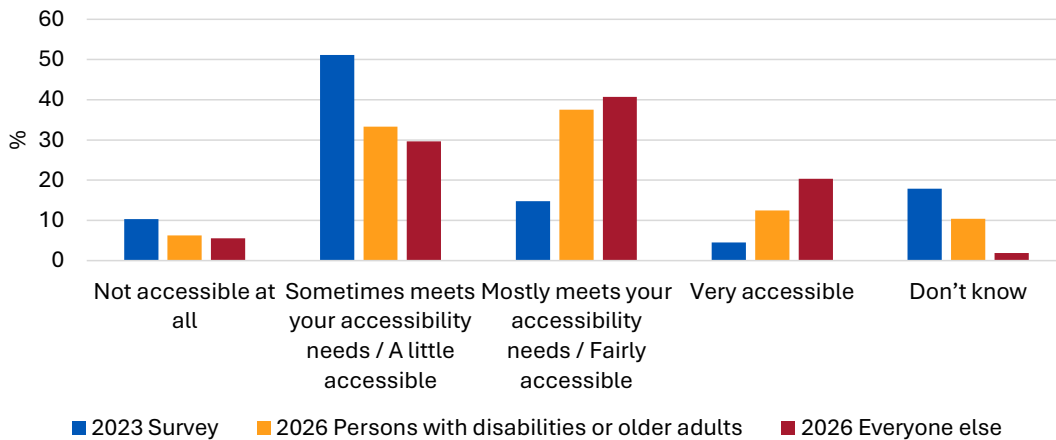


Table 7: Accessibility of programs and services	2023 survey (%)	2026 People with disabilities and older adults (%)	2026 Everyone else (%)
Not accessible at all	17	12	9
Sometimes meets your accessibility needs / A little accessible	53	43	44
Mostly meets your accessibility needs / Fairly accessible	14	22	31
Very accessible	3	10	11
Don't know	12	12	4

Feedback on Programs and Services

Feedback on the City's programs and services was focused on the availability of accommodations in programming.

"Trying to book private swim lessons is near impossible. My daughter cannot continue with group lessons so could not complete further. There is not enough sensory times for swimming or gyms."

"I feel like the city is doing very well for lots of disabilities however Deaf and hard of hearing still needs work, especially for those not fluent in ASL."

“Regarding the invisible disability, the recreation programs are lacking. I have a child who actually can swim really well. He’s not done well in swimming lessons because of the noise and he is unable to focus. At one point, halfway through the lessons, the instructor noted that when she was able to have someone assist her, they noted that he actually was able to do everything that was asked for him, but because of the one instructor versus many children, versus the high ceilings and the noise carrying, he was unable to focus and ended up having to retake the class.”

Communication and Information

Figure 8 (below, a bar chart) and Table 8 (beneath Figure 8) show the percentage of accessibility ratings for Regina’s communications and information. In the chart, the 2023 results are represented in blue and the 2026 results are represented in yellow and red. Residents who identified as having disabilities or as older adults are represented in yellow; everyone else is in red. In the 2026 survey, a higher percentage of people rated the City’s communications and information as very accessible or fairly accessible compared to 2023, when most people rated them as a little accessible. People with disabilities or older adults rated communications and information as a little accessible or not accessible at all more often compared to everyone else.

Figure 8: Accessibility of communications and information from the City

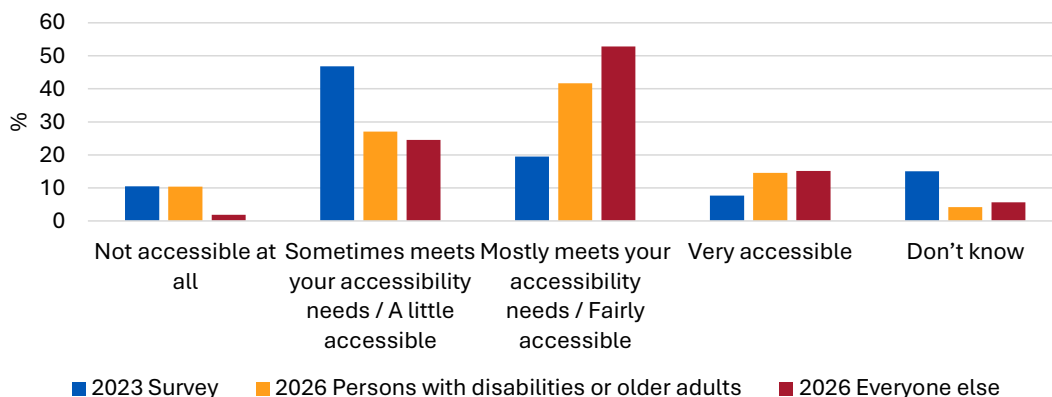


Table 8: Accessibility of communications and information	2023 Survey (%)	2026: People with disabilities and older adults (%)	2026: Everyone else (%)
Not accessible at all	11	10	2
Sometimes meets your accessibility needs / A little accessible	47	27	25
Mostly meets your accessibility needs / Fairly accessible	20	42	53
Very accessible	8	15	15
Don't know	15	4	6

Feedback on communication and information

Feedback about communication and information was limited. The feedback received focused on creating an easier process to report accessibility issues on the City's website.

“Outward communication from the City of Regina to residents about accessibility, programs, and inviting feedback is improved. That said, I needed to report an accessibility with the website and it took me 20-30 min to find a contact email that might be the correct place. If people who have accessibility issues are not able to actively and easily report back when there is an active issue, not all the information is getting back to the city as most of the time people just give up on reporting it and won't wait for a survey to report it.”

Financial Services and Funding

Figure 9 (below, a bar chart) and Table 9 (beneath Figure 9) show the percentage of accessibility ratings for the City's financial services and funding. In the chart, the results of the 2023 engagement are represented in blue. Responses from the 2026 survey are represented in yellow and red. Residents who identified as having disabilities or as older adults are represented in yellow; everyone else is in red. Across both surveys the largest percentage of people answered I don't know, indicating a lack of experience with or confusion about what we meant by financial services and funding. Otherwise, ratings remained consistent between 2023 and 2026, although slightly more people with disabilities or older adults rated financial services and funding as not at all accessible in 2026.

Figure 9: Accessibility of funding and financial services at the City

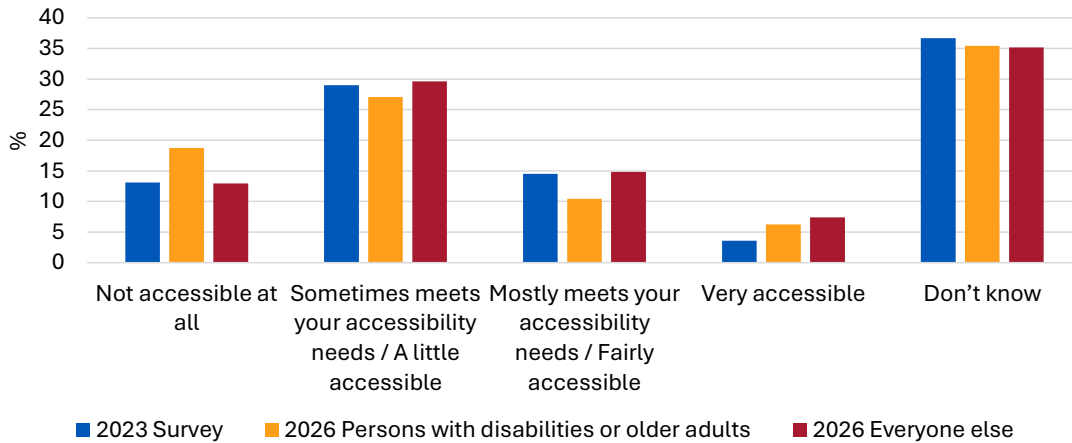


Table 9: Accessibility of financial services and funding	2023 Survey (%)	2026: People with disabilities and older adults (%)	2026: Everyone else (%)
Not accessible at all	13	19	13
Sometimes meets your accessibility needs / A little accessible	29	27	30
Mostly meets your accessibility needs / Fairly accessible	15	10	15
Very accessible	4	6	7
Don't know	37	35	35

Feedback on Financial Services and Funding

What was meant by financial services and funding may have been misunderstood on the survey, evidenced by the high proportion of participants who responded don't know. Feedback said the affordable access pass could be made more accessible by increasing the income threshold or making a special access pass for people with disabilities. In addition, the removal of a cash option to pay for parking downtown was identified as a financial barrier. The announcement the City was going cashless for parking metres was made about halfway through this survey, which did show up in the results.

“a possibility is offering a higher income threshold for those with disabilities to access the program, or perhaps instead of a strict cut off threshold, there’s a gradual discount reduction for those whose income is just above the threshold up to, say, \$10k above the threshold (e.g. the current cut off for a family of 3 is around \$43k - for those making between, say, \$43k to \$53k they could qualify for the affordable access program at gradually less discounted rates as their income increases before reaching a strict cut off).”

“Completely barring people with no cellphone and/or credit card from being able to park downtown effective early March is NOT ACCESSIBILITY. In fact, it removes accessibility from a number of people who need to conduct banking, doctor appointments, etc etc, in the downtown core.”

Employment at the City of Regina

Figure 10 (below, a bar chart) and Table 10 (beneath Figure 10) show the percentage of accessibility ratings for employment at the City of Regina. In the chart, 2023 results are in blue and the 2026 results are split into people who identified as having disabilities or as older adults in yellow and everyone else in red. In the 2026 engagement, a higher percentage of people rated employment as very accessible or fairly accessible compared to 2023, when most people rated employment as a little accessible or not accessible at all. There is a clear trend where a higher percentage of people with disabilities and older adults rated employment as a little accessible or not accessible at all compared to everyone else in 2026.

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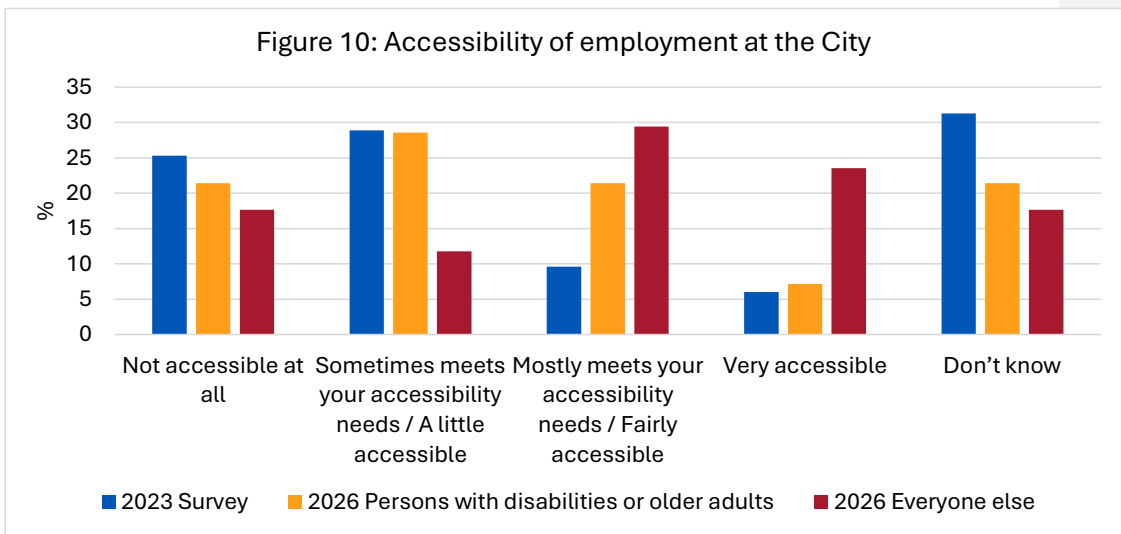


Table 10: Accessibility of employment at the City of Regina	2023 Survey (%)	2026: People with disabilities and older adults (%)	2026: Everyone else (%)
Not accessible at all	25	21	18
Sometimes meets your accessibility needs / A little accessible	29	29	12
Mostly meets your accessibility needs / Fairly accessible	10	21	29
Very accessible	6	7	24
Don't know	31	21	18

Feedback on Employment at the City of Regina

Only one respondent provided comments about employment at the City of Regina. They said they had applied for many jobs at the City and others with less experience had been hired ahead of them.

Respectful treatment in City spaces

Figure 11 (below, a bar chart) and Table 11 (beneath Figure 11) show community members' ratings of how often they feel they are treated with dignity and respect by City staff. In the chart, the 2023 results are represented in blue and 2026 results are represented in yellow and red. Residents who identified as having disabilities or as older adults are represented in yellow; everyone else is in red. In the 2026 survey, a higher percentage of people said they were often or always treated with dignity and respect, compared to the 2023 survey when many still said often, but a higher percentage said some of the time. A higher percentage of residents with disabilities and older adults said they were treated with dignity and respect sometimes, rarely, or never as compared to everyone else.

Figure 11: How often to community members feel that City of Regina staff treat them with respect and dignity

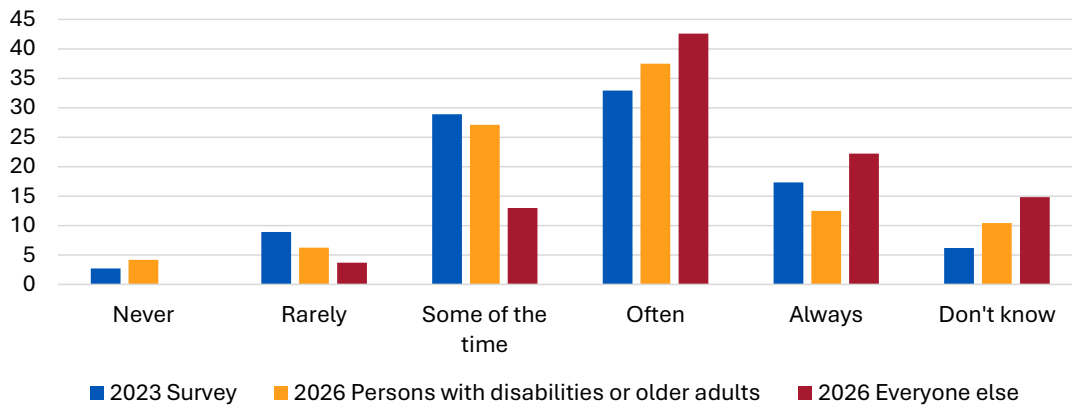


Table 11: Respectful treatment in City spaces	2023 Survey (%)	2026: Persons with disabilities or older adults (%)	2026: Everyone else (%)
Never	3	4	0
Rarely	9	6	4
Some of the time	29	27	13
Often	33	38	43
Always	17	13	22
Don't know	6	10	15

Limitations

It is important to note this survey sample had limited diversity. Very few Indigenous community members, people of colour, or people new to Canada responded. In addition, the sample is about half the size of the 2023 survey, though still large enough for comparison with the 2023 survey responses.

Appendix C: 2026 Accessibility Plan Action Update

1. Ensure ongoing external engagement and accountability throughout implementation of this plan

Action	Progress
1.1 Develop a process to report annually on the progress achieved as outlined by the Accessibility Plan, and to review and update the Plan every two years.	<ul style="list-style-type: none"> • May 2026 annual update report to Council • Quarterly updates to Accessibility Advisory Committee scheduled for each quarter of 2026 • Public engagement through website every two years with an option for comments, questions and feedback
1.2. Transition the project team for the development of the Accessibility Plan into an ongoing community of practice, where representatives from all departments meet on a regular basis to develop and sustain existing expertise on accessibility throughout the corporation.	<ul style="list-style-type: none"> • The inter-departmental project team for the Accessibility Plan has been transitioned into a Community of Practice that meets quarterly to share information and best practices across the organization
1.3. Define corporate language and a City-wide approach to accessibility and universal design, to be applied consistently across all departments.	<ul style="list-style-type: none"> • Accessible Communication Policy approved by Policy Committee February 2026 • Universal Design policy proposal approved by Policy Committee January 2026; policy development is in progress
1.4. Create a plan for ongoing engagement with people with disabilities and older adults, ensuring remuneration for lived experience is included.	<ul style="list-style-type: none"> • Compensation Policy for People with Lived Experience has been adopted • Engagement is being prioritized throughout the implementation of the Accessibility Plan and the resulting policy and standards development
1.5. Explore opportunities to increase engagement and impact of Accessibility Advisory Committee.	<ul style="list-style-type: none"> • In progress – the governance process is being reviewed for ways to more fully engage the AAC

1.6. Work with third-party vendors currently contracted by the City to ensure their platforms are accessible.	<ul style="list-style-type: none"> • Working with Technology and other departments to identify areas where accessibility can be improved
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2. Improve snow removal on City sidewalks and streets

Action	Progress
2.1. Conduct a sidewalk plow pilot, alongside current road snow-clearing.	<ul style="list-style-type: none"> • Completed in 2024
2.2. Review current capacity of the Snow Angels Community Grant program and develop a plan to expand or supplement it.	<ul style="list-style-type: none"> • Current program is not meeting needs • Plan to expand or supplement it is not started
2.3. Implement a new snow removal app and identify ways to integrate accessibility features and considerations into future app updates.	<ul style="list-style-type: none"> • The app was launched in the fall of 2025 with graders being the first phase • It is currently being tested and any challenges are being addressed • Second phase will include sidewalk machines
2.4. Define priority areas for sidewalk clearing and expand sidewalk snow removal accordingly. Consider including bicycle lanes and multi-use pathways.	<ul style="list-style-type: none"> • In progress, expected to start in November 2026
12.5. Ensure snow on sidewalks is cleared within 24 hours downtown and 48 hours in other areas.	<ul style="list-style-type: none"> • Achieved 90% of the time in November and December of 2024 • Achieved 98% of the time during Q1 of 2025 • Achieved 96% of the time during the 2025-2026 season
2.6. Encourage the public's participation in prompt snow clearing.	<ul style="list-style-type: none"> • In progress

3. Improve sidewalks and other pedestrian infrastructure

Action	Progress
3.1. Enhance accessibility and safety of pedestrian infrastructure for people who are blind or have low vision.	<ul style="list-style-type: none"> Budget request will be coming in a future year to meet the goal of enhancing pedestrian infrastructure for people who are blind or have low vision
a. Upgrade a minimum of 15 traffic signal locations annually from standard pedestrian activators to Accessible Pedestrian Signals (APS).	<ul style="list-style-type: none"> 12 new APS locations installed; 6 of those were rehab upgrades Budget request will be coming in a future year to meet the goal of 15 new locations per year
b. Continue to work with CNIB to expand access to audible wayfinding within the city.	<ul style="list-style-type: none"> Continue to meet with CNIB to identify priority areas for APS installation Worked closely with CNIB in the launch of the new PedApp and E-scooters
c. Ensure a pedestrian app compatible with the City's APS system is activated and working properly, enabling people to activate the APS by phone.	<ul style="list-style-type: none"> Complete – Ped App was successfully launched in Q3 of 2025 and all of downtown was also activated with the app feasibility
3.2. Review and implement signalized pedestrian crosswalks to increase safety and visibility of pedestrians crossing the street.	<ul style="list-style-type: none"> 5 locations had new pedestrian downlighting installed (3 new, 2 rehab) Budget request will be coming in a future year to meet the goal of 2 per year at new locations that are a high priority for accessibility
3.3. Establish a sidewalk accessibility and quality working group, including members of all relevant City departments.	<ul style="list-style-type: none"> This working group has been established and consists of members from all departments that work with sidewalks and pedestrian infrastructure Establishing the group ensures all relevant teams are working together, sharing information and planning improvements through a unified, accessibility-focused approach
a. Communicate the objective for the number	<ul style="list-style-type: none"> Roadways Maintenance Operations works within a limited annual budget, completing

<p>of sidewalk distresses repaired annually.</p>	<p>repairs to concrete infrastructure throughout the City</p> <ul style="list-style-type: none"> • To ensure work is completed within budget, work is selected based on the following criteria: <ul style="list-style-type: none"> ○ Sidewalk Rating Severity ○ Class A and B Sidewalks (Severity rating 1) ○ Condition of surrounding sidewalk ○ Location ○ Available budget • There was a goal of 500 sidewalk distresses completed annually. In 2025, 531 distresses were repaired.
<p>b. Ensure Pedestrian Connectivity Program upgrades are prioritized using an accessibility lens.</p>	<ul style="list-style-type: none"> • The City delivered significant improvements to pedestrian facilities, including: <ul style="list-style-type: none"> ○ 8.9 km of renewed city sidewalks ○ 56 new pedestrian ramps installed ○ 96 pedestrian ramps rehabilitated
<p>c. Ensure on-street bike lane and multi-use pathway program upgrades are prioritized using an accessibility lens.</p>	<ul style="list-style-type: none"> • A Complete Streets Policy and Guidelines are being developed and will inform the Transportation Master Plan update which is currently scheduled to be brought to Council in summer of 2027 • The primary objective of Complete Streets is to design and operate safe, inclusive and equitable infrastructure that prioritizes non-motorized travel for people of all ages and abilities • Implementation will include updates to design standards and operating practices. The Accessibility Advisor is on the Complete Streets project team
<p>d. Increase the budget dedicated to sidewalk maintenance, with additional funds to address the backlog of repairs including utility</p>	<ul style="list-style-type: none"> • Roadways Maintenance Operations asked for \$600,000 in 2026 to improve both the amount of sidewalk maintenance locations we could repair but also increase the number of pedestrian ramps that can be installed. The ask was approved by Council which resulted in:

<p>cuts, trip hazard removal, and irregular ramps.</p>	<ul style="list-style-type: none"> ○ The additional \$500,000 is to be put toward increasing the number of distress repairs made to sidewalk panels in need of repair (roughly 50 more than our budget typically allows) ○ The additional \$100,000 will be put toward installing 32 more pedestrian ramps than our budget typically affords to be installed
<p>e. Review criteria for prioritizing sidewalks for inspections and repair.</p>	<ul style="list-style-type: none"> ● Criteria currently under review. ● Introducing accessibility barriers as an inspection parameter will enable Administration to identify and track issues across the network more accurately. Maintaining this information in a database (supported by both systematic inspections and service-request-initiated assessments) will improve proactivity and efficiency of maintenance repairs to address these barriers. ● The new Accessible Sidewalks and Concrete Renewal program offers greater flexibility in prioritizing repairs outside of pavement and road renewal projects, enabling Administration to allocate funding to projects that provide the greatest benefit to pedestrians
<p>3.4. Communicate service level agreements for timelines on repairs after sidewalks are torn out, disturbed or otherwise temporarily out of service.</p>	<ul style="list-style-type: none"> ● Working through utility cut backlog and planning to complete in 2026 ● 2027 Level of service discussion expected to take place in fall 2026
<p>3.5. Install new pedestrian ramps at all street corners when replacing sidewalks. Consider including park access locations. Ensure the ramps logically connect on either side of the street, creating a complete path of travel.</p>	<ul style="list-style-type: none"> ● In progress as part of the Complete Streets framework
<p>3.6. Ensure sidewalk design standards include pedestrian</p>	<ul style="list-style-type: none"> ● Complete

<p>ramps at all corners and are perpendicular to crosswalks.</p>	
<p>3.7. Fulfill the Transportation Master Plan’s goal to create a Complete Streets Framework. Ensure the Framework includes best practices on material, slope, use of Tactile Walking Surface Indicators (TWSIs), sidewalk-driveway interactions, median refuges, location of benches and potential obstructions (garbage cans, signs)., crosswalks and pedestrian activated crossing signals.</p>	<ul style="list-style-type: none"> • The development of Complete Streets Policy and Guideline is currently underway and scheduled for completion in Summer 2026. The primary objective is to design and operate safe, inclusive, and equitable infrastructure that prioritizes non-motorized travel for people of all ages and abilities. • The Guideline will include direction on street and right-of-way design elements as well as internal City processes to ensure that accessibility is at the forefront of street design. The implementation of the Policy and Guidelines will follow in late 2026 and will include training, updates to design standards and process improvement.

4. Improve accessibility of City facilities

Action	Progress
<p>4.1. Complete the Accessible Signage policy roll-out by communicating with all relevant business areas and developing a process to monitor and ensure standards are being upheld.</p>	<ul style="list-style-type: none"> • The policy was rolled out to all departments in the fall of 2024 • There have been signage upgrades to several facilities through funding received from the Federal Government’s Enabling Accessibility Fund • Signage will continue to be upgraded as part of renovations and repairs, and all new building signage will align with the policy
<p>4.2 Integrate the Accessible Signage Policy and the recommendations from the accessibility audits into the design of wayfinding when upgrading wayfinding in City facilities.</p>	<ul style="list-style-type: none"> • New signage installed in most public facing facilities in 2025

4.3. Complete the remaining accessibility audits for 40 public-facing City facilities.	<ul style="list-style-type: none"> • Complete
4.4. Complete accessibility audits for additional City buildings, including other public and non-public facilities.	<ul style="list-style-type: none"> • Audits not started • Washroom upgrades in non-public facilities are underway to provide accessible, all-gender washrooms for employees
4.5. Develop a strategy to address priority recommendations, including emergency system upgrades, as identified in the accessibility audits of public-facing City facilities.	<ul style="list-style-type: none"> • A prioritization tool was developed and presented to the Disability Reference Group within the Recreation and Cultural Services Department and to the Accessibility Advisory Committee in May 2025. • The tool is currently being utilized by facilities in prioritization of accessibility upgrades
4.6. a. Develop a universal design policy to inform all aspects of built environment utilizing industry best practices – such as the Rick Hansen Foundation Accessibility Certification, or Canadian Standards Association (CSA) B651-23. b. Develop or adopt design standards for all new or renovated City facilities. Include interior and exterior elements.	<ul style="list-style-type: none"> • A Universal Design Policy proposal was approved by the policy committee in January 2026. • The policy development has begun and is planned to go to policy committee in late 2026. • After the development of the Universal Design Policy the development of standards will begin with all relevant departments input.

5. Improve accessibility of City parks and playgrounds

Action	Progress
5.1. Ensure an accessibility lens is applied to the City's forthcoming washroom strategy for parks.	<ul style="list-style-type: none"> • Has been put on hold due to current funding constraints
5.2. Ensure an accessibility lens is applied when identifying parks for renewal and investment.	<ul style="list-style-type: none"> • Kinsmen Park renewal project will be complete in 2026 • Parkdale Park will be the next park renewal.

	<ul style="list-style-type: none"> An accessibility lens has been applied to both developments
5.3. Review and update standards for parks and outdoor recreation spaces to align with overarching accessible design policy developed in Action 24.	<ul style="list-style-type: none"> As standards are reviewed in the future, an accessibility lens will be applied.
5.4. Complete the development of Accessible Playground Standards, in consultation with community.	<ul style="list-style-type: none"> Complete

6. Support the private sector to improve accessibility of privately owned properties and facilities

Action	Progress
6.1. Review the Revitalization and Intensification Incentive Programs with an accessibility lens to ensure they support accessibility upgrades for privately owned buildings.	<ul style="list-style-type: none"> Complete; accessibility upgrades are eligible under the program (now called City Centre Incentive Program)

7. Improve accessible taxi service

Action	Progress
7.1. Approve and implement proposed Bylaw Enforcement updates for providing additional accessible taxi licenses.	<ul style="list-style-type: none"> CR25-38 was approved by Council on April 9, 2025. The related Taxi Bylaw Amendment received second and third readings at the May 21, 2025 meeting of Council. The final approved bylaw updates include a provision that all taxicab providers must have at least one accessible taxicab in service at all times when the company is open and operating.

7.2. Develop central scheduling and dispatch for all accessible taxi services, expanding the integrated transit service delivery model detailed in the Regina Transit Master Plan.	<ul style="list-style-type: none"> • \$25,000 approved in 2025 for Paratransit scheduling software • Council did not support central scheduling and dispatch for taxis
7.3. Develop and deliver comprehensive disability awareness training for both accessible and non-accessible taxi drivers and securement training for all accessible taxi drivers. Require taxi staff to have refresher training every 24 months.	<ul style="list-style-type: none"> • In progress

8. Improve transit accessibility

Action	Progress
8.1. Fulfill the Regina Transit Master Plan goals and implement all recommendations related to accessibility. Consult the disability community around recommendations for prioritizing initiatives.	<ul style="list-style-type: none"> • In progress • Transit received funding to improve bus stop accessibility in 2026. Accessible bus stop signage will be updated and installed in Summer/Fall 2026.
8.2. Fulfill the integrated transit service delivery model detailed in the Regina Transit Master Plan. Conduct regular reviews of the model's impact on accessibility.	<ul style="list-style-type: none"> • In progress
8.3. Increase transit funding to increase bus frequency and service hours.	<ul style="list-style-type: none"> • Some funding has been received to increase the frequency and service hours
8.4. Review transit and paratransit disability awareness training and improve accordingly. Require all transit and paratransit staff to	<ul style="list-style-type: none"> • Transit staff have begun to take the new Level 1 Disability Awareness Training

participate in refresher training in disability awareness and securement every 24 months.	
8.5. Review braille signage at bus stops and ensure it is at the right height/location and correctly communicates the intended information.	<ul style="list-style-type: none"> • An audit was completed in the fall of 2024 • With the revitalization of 11th Avenue there will need to be another audit conducted

9. Enhance communication regarding accessibility features and services

Action	Progress
9.1. Develop a strategy to communicate existing accessibility features to the public. a. Communicate accessibility features of conventional transit. b. Review and update the City of Regina’s “Accessibility” webpage. Ensure it is easy to find and provides information and links to adaptive and inclusive programs, information and services. c. Review and update listing of accessible features in City spaces, programs and services. Make this list available both digitally and in print and update and distribute it annually.	<ul style="list-style-type: none"> • Complete/ongoing
9.2. Develop a process for fielding questions or concerns related to accessibility.	<ul style="list-style-type: none"> • Complete • Created accessibility@regina.ca and promote it on the website
9.3. Share “good news” stories about work the City is doing to advance accessibility.	<ul style="list-style-type: none"> • In progress

10. Improve accessibility of City of Regina communications

Action	Progress
10.1. Develop an Accessible Communication Policy that outlines the standards of practice and procedures for communications across all City documents, forms, bills, meetings and events.	<ul style="list-style-type: none"> Policy developed and is in the final stages of approval
a. Implement the Accessible Communication Policy across all City departments.	<ul style="list-style-type: none"> Implementation to begin in January 2027
b. Hire a staff member – or engage a consultant – who specializes in accessible documents, digital accessibility, and technology.	<ul style="list-style-type: none"> In progress
c. Develop a policy or set of best practices for hiring American Sign Language (ASL) interpreters and providing captions and CNS (computerized note-taking services) for City events, Council meetings, and announcements where important information is disseminated by the City.	<ul style="list-style-type: none"> In progress
10.2. Develop a system for ensuring all key City communications are available in digital and non-digital formats	<ul style="list-style-type: none"> In progress, with more work to happen through the Accessible Communications Policy

11. Improve staff competency related to accessibility and disability

Action	Progress
11.1. Identify or develop disability accessibility awareness training and make training mandatory for all City staff, including all new hires through the onboarding process.	<ul style="list-style-type: none"> Level 1 Disability Awareness training is now available to all City staff. 833 employees (about 30%) completed the training as of March 2026. The training is part of onboarding for all new City staff.

<p>11.2. Establish equity, diversity, inclusion, and accessibility training as mandatory for managers, directors and deputy city managers.</p>	<ul style="list-style-type: none"> • Level 1 Disability Awareness and 2SLGBTQIAP+ Awareness trainings are now required for all staff. • Level 2 training courses on both topics are also available, including sessions focused on leadership. • The City re-joined the Canadian Centre for Diversity and Inclusion (CCDI) as an employer partner in March 2026 and is exploring opportunities to share resources and trainings on other IDEA-related topics with employees through their knowledge repository.
<p>11.3. Review current training offered to the Talent Acquisition team to identify ways of making it more inclusive.</p>	<ul style="list-style-type: none"> • Not started

12. Increase recruitment and hiring of people with disabilities

Action	Progress
<p>12.1. Develop and implement an inclusive hiring strategy that addresses accessibility concerns related to recruitment (including the accessibility of job postings and ability to apply) and supports the entire onboarding and promotion cycle of an employee with a disability.</p>	<ul style="list-style-type: none"> • In progress
<p>a. Review the application process and implement strategies to improve the accessibility of applying for jobs.</p>	<ul style="list-style-type: none"> • Complete
<p>b. Reposition the City's Accessibility and Accommodation Statements from the bottom of job postings, to the top, to feature them more prominently.</p>	<ul style="list-style-type: none"> • Complete

c. Continue to deepen and strengthen the Talent Acquisition team’s community partnerships with 4to40, Creative Options Regina, Autism Resource Centre and other groups.	<ul style="list-style-type: none"> • In progress/ongoing
d. Re-work the employee declaration form to define when self-declaration is included and why it is useful to the organization. Describe the benefits of declaring.	<ul style="list-style-type: none"> • In progress, expected to launch new form and process in June 2026
e. Develop a job carving program to place people with disabilities in roles specifically designed to meet their needs and capacities and then bridge those employees into standard City positions.	<ul style="list-style-type: none"> • In progress but unfunded
12.2. Review new job postings to ensure they are reflective of the true work requirements such as the need for a driver’s license or being able to lift a minimum requirement.	<ul style="list-style-type: none"> • In progress/ongoing

13. Develop and improve policies and processes for workplace accommodations

Action	Progress
13.1. Explore opportunities to remove barriers to flexibility in working hours, including offering roles that are less than full-time or offering roles as full-time equivalent (FTE)	<ul style="list-style-type: none"> • In progress
13.2. Improve and communicate the disability case management program (including accommodation process).	<ul style="list-style-type: none"> • In progress; a communication to directors and managers outlining the accommodation process, roles and responsibilities will be sent in Q4 2026.
13.3. Formalize workplace accommodation process for recruitment and onboarding of new employees.	<ul style="list-style-type: none"> • Work on this initiative will begin in Q3 2026

14. Improve accessibility of existing programs and services

Action	Progress
<p>14.1. Implement the Adapted Recreation Plan approved in 2022.</p>	<ul style="list-style-type: none"> • Expanded inclusive recreation services and participation supports, including an increase in adapted program offerings (from five to up to 50 offerings per season), creation of the Inclusion Support Service, low-sensory swim/skate times, virtual programming and expanded adapted equipment across facilities. • Strengthened accessibility across City recreation facilities and parks, with Rick Hansen audits completed for all public-facing buildings, \$500,000 in annual dedicated accessibility-upgrade funding, new Accessible Signage Policy and Council’s 2025 approval of the Accessible Playground Design Standard. • Enhanced community engagement and accessible communications, supported by ongoing consultation with disability and sector reference groups, improved accessibility information and promotion through Regina.ca and other channels. • Continue to provide comprehensive accessibility training for staff, contractors, and frontline recreation employees.
<p>14.2. Consider expanding the Affordable Access program and Water, Tax and Waste Affordability programs to be more inclusive of people with disabilities.</p>	<ul style="list-style-type: none"> • Affordable Access program has been reviewed and compared with other cities. Administration is working on communications about the program to increase awareness • The following affordability programs for low-income seniors and people with disabilities are currently undergoing an in-depth review that will include an accessibility lens as they enter their fourth year since implementation: <ul style="list-style-type: none"> ○ Water Utility Rebate Program – households with an eligible person can receive a reduction to their water charges. ○ High-efficiency Water Retrofits Program – provides eligible households with support to

	<p>obtain water efficiency audits and high-efficiency water fixtures.</p> <ul style="list-style-type: none"> ○ Municipal Property Tax Deferral program – allows homeowners to defer a portion of their municipal property taxes to be repaid when they sell their property. • Enrollment has been less than expected for the water utility rebate and water retrofits programs, and higher than expected for tax deferral.
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15. Improve accessibility at events organized by the City and/or within City spaces

Action	Progress
15.1. Review accessibility offerings at City-run events and develop a plan to integrate best practices (such as elevated viewing platforms, accessible toilets, maps, parking and ASL).	<ul style="list-style-type: none"> • In progress
15.2. Develop an accessibility best practices checklist to support event coordinators during the planning process of events booked at City facilities and spaces.	<ul style="list-style-type: none"> • In progress

16. Remove barriers to accessing financial programs and services

Action	Progress
16.1. Review the grant application process and related forms for accessibility and improve accessibility during future updates to the program.	<ul style="list-style-type: none"> • In progress
16.2. Make accessibility upgrades explicitly eligible for funding under the Home Rental Repair and Revitalization Programs.	<ul style="list-style-type: none"> • Ongoing/in progress
16.3. Ensure and publicize that opportunities to pay municipal taxes and fulfill other municipal financial obligations include both in-person and online options.	<ul style="list-style-type: none"> • Complete /ongoing
16.4. When updating the design of utility bills, ensure the new design is reviewed with an accessibility lens.	<ul style="list-style-type: none"> • Complete.

	<ul style="list-style-type: none"> Reviewed design for accessibility. There remain outstanding recommendations for future updates
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17. Improve accessibility of procurement processes

Action	Progress
17.1. Finalize and implement the Sustainable Procurement Protocol, including ensuring an accessibility lens is applied to the review of all proposals.	<ul style="list-style-type: none"> Sustainable Procurement Protocol was implemented in 2024 Language has been added to the Sustainable Procurement Protocol to include a disability lens Sustainable Procurement Protocol currently includes the following statement: Is your company owned by, or explain how your company invests in person belonging to an equity-deserving group including racialized people (including Black people and people of Colour), women, immigrants, and newcomers, people with low incomes, people with disabilities, 2SLGBTQIAP+ people, older adults (over age 55 years) and/or youth (15-24 years old) in planning, where appropriate, to benefit program and service delivery.
17.2. Clearly indicate in requests for proposals whether timelines are fixed, tentative, or flexible, and whether there are any other relevant accommodations.	<ul style="list-style-type: none"> Timelines are fixed with the opportunity for requesting an extension during the question period of the process
17.3. Review Indigenous Procurement Policy and assess whether any of the strategies or approaches adopted in that policy should be adopted with regards to firms owned or	<ul style="list-style-type: none"> Review of the Indigenous Procurement Policy was completed with the adoption of a disability lens into the Procurement Policy

operated by people with disabilities.	
17.4. Review the impact of the Sustainable Procurement Protocol on accessibility, including representation of successful vendors with disabilities.	<ul style="list-style-type: none">• In progress

NOTICE OF MOTION

May 20, 2026

City Clerk
City Hall
Regina, Saskatchewan

Please be advised that I will submit the following NOTICE of MOTION at the May 20, 2026 meeting of City Council:

Re: Nomination to the Federation of Canadian Municipalities (FCM) Board of Directors

WHEREAS the Federation of Canadian Municipalities (FCM) represents the interests of member municipalities on policy and program matters that fall within federal jurisdiction;

WHEREAS FCM's Board of Directors is comprised of elected municipal officials from all regions and sizes of communities to form a broad base of support and provide FCM with the united voice required to carry the municipal message to the federal government;

WHEREAS FCM is a main national advocacy group, providing a national voice to Canada's local government;

WHEREAS FCM brings together over 2,000 municipalities of all sizes from across Canada, representing more than 92% of Canadians;

WHEREAS FCM's Board of Directors is responsible for the supervision and oversight of the management of the activities and affairs of FCM;

WHEREAS only elected municipal officials are eligible to be Directors of FCM;

WHEREAS Councillor Victoria Flores is a caucus member of the Saskatchewan Urban Municipalities Association (SUMA) and represents the City of Regina at SUMA;

WHEREAS having a member of Regina's City Council as a FCM director provides valuable and direct input into the issues being advanced by FCM;

WHEREAS a formal resolution of Regina City Council is required to endorse Councillor Victoria Flores to stand for election on FCM on behalf of Regina City Council;

WHEREAS City Council assumes all costs related to a Council member's attendance of

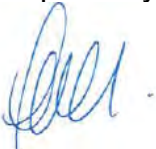
meetings and other duties when it nominates a Council member to a Committee or Board; and

WHEREAS FCM's Annual General Meeting (AGM) will be held in conjunction with the Annual Conference and Trade Show, from June 4 to June 7, 2026, followed by the election of FCM's Board of Directors;

THEREFORE BE IT RESOLVED that Regina City Council:

1. Endorse Councillor Victoria Flores to stand for election on Federal Canadian Municipalities' (FCM) Board of Directors, for the period starting in June 2026 and ending June 2028; and
2. Assume all costs associated with Councillor Victoria Flores attending FCM's Board of Directors meetings.

Respectfully submitted,



Victoria Flores
Councillor – Ward 6