

# ACCESSIBILITY STRATEGY

2024 – 2026



ABBOTSFORD  
**POLICE DEPARTMENT**

STRENGTH IN COMMUNITY

## **I. Introduction**

### ***About the Abbotsford Police Department***

Abbotsford is one of the fastest growing cities in the country. Our 239+ sworn police officers, 80+ civilian staff, and 80+ volunteers, are dedicated to providing the highest quality police service to the citizens of Abbotsford.

In partnership with our community, the Abbotsford Police Department (AbbyPD) is committed to ensuring safety and security by enforcing the law, preventing crime, and responding to community needs.

We place great value on respect, diversity, accountability, ethics, integrity, innovation and leadership. We continuously strive for improvement, and we are committed to our mission to make Abbotsford the safest city in BC.

### ***Commitment to Accessibility***

AbbyPD is committed to creating spaces and providing services that are inclusive and accessible for all members of our community and organization. This Accessibility Strategy outlines the steps we are taking to realize this commitment. We also commit to working together to achieve our goals.

### ***Territorial Acknowledgment***

We are honoured to provide policing services within the traditional territory of the Stó:lō people: the Semá:th, Mathxwí, and Leq'á:mel first peoples.

### ***Acknowledgements***

We would like to thank the Disability Alliance of BC for preparing the following resource, which guided the development of our Accessibility Strategy:

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## **II. Guiding Framework**

### ***Legislative Framework***

The development of this Accessibility Strategy is guided by the *Accessible British Columbia Act* [SBC 2021] c. 19 (the “*Act*”), which requires municipal police departments to establish:

1. an Accessibility Committee;
2. an Accessibility Plan; and

3. A tool to receive feedback on accessibility.

In compliance with the *Act*, the purpose of this Accessibility Strategy is to develop a plan to identify, remove and prevent barriers to individuals served by, interacting with, or employed by AbbyPD.

***Accessibility Principles<sup>1</sup>***

In developing this plan, AbbyPD considered the following Accessibility Principles:

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|---------------------|---|
| Inclusion:          | All British Columbians, including persons with disabilities, should be able to participate fully and equally in their communities.  |
| Adaptability:       | Disability and accessibility are evolving concepts that change as services, technology, and attitudes change.   |
| Dignity:            | The protection of every individual’s right to be valued and respected is paramount and will be upheld by providing equitable access to the physical spaces, delivery of services and information provided by AbbyPD.  |
| Diversity:          | Every person is unique. People with disabilities are individuals with varied backgrounds. Individual characteristics including race, gender, sexual orientation, religion, and lived experience greatly inform the experiences of individuals. We acknowledge the principle of intersectionality and the diversity within the disability community. |
| Collaboration:      | Promoting accessible communities is a shared responsibility and everyone has a role to play. We strive to create to work with other organizations and our community to promote access and inclusion.  |
| Self-determination: | Through our Accessibility Plan, we seek to empower people with disabilities to make their own choices and pursue the lives they wish to live.   |
| Universal Design:   | We strive to develop an Accessibility Plan that is designed to meet the needs of all people who wish to interact with AbbyPD.   |

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<sup>1</sup> © Disability Alliance BC 2023 • Developing Your First Accessibility Plan: A Guide for BC Prescribed Organizations • 2023

### **AbbyPD Vision, Mission, and Values**

AbbyPD’s Vision, Mission, and Values are integral to our Accessibility Strategy and ground our organization in all that we undertake:

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|----------|--|
| Vision:  | Strength in Community                    |
| Mission: | To make Abbotsford the safest city in BC |
| Values:  | Integrity; Honour; Courage; Service      |

### **AbbyPD Strategic Plan 2024-2026**

We developed our Strategic Plan 2024-2026 through a robust process of community, stakeholder, and employee engagement. It places an emphasis on building the programs, relationships, and key partnerships that will help us to address pressing issues in public safety, and the needs of our community and employees. It also supports the department’s ongoing commitment to accountability, equity, inclusivity, and fiscal responsibility.

The Strategic Plan incorporates objectives and actions that are connected to the Accessibility Principles and the *Act*, including those related to culture and leadership development, employee wellness, community partnership, EDI and Reconciliation.

### **III. Accessibility Committee**

In August 2023, AbbyPD established an Accessibility Committee (the “**Committee**”) to achieve the following goals:

- provide consultation on the development and critical review of its Accessibility Plan;
- to create a mechanism for the collection of public feedback;
- to identify barriers to accessing, using spaces of, or interacting with the AbbyPD, and,
- advise AbbyPD on how to remove and prevent barriers to accessing, using spaces of, or interacting with AbbyPD.

Currently, the Committee is composed of AbbyPD employees; however, the Committee considers both internal and external factors that impact AbbyPD accessibility and inclusion.

Presently, a minimum of fifty percent of the Committee membership are persons who have a disability. In addition to meeting the *Act*’s requirements, AbbyPD strives to achieve Committee membership representation that reflects the diversity of individuals living with disabilities in British Columbia.

All members have earned *Creating an Accessible Workplace* certificates through the President’s Group Initiative on Accessible Employers.<sup>2</sup>

AbbyPD encourages all members of the community and organization to connect with the Committee, to share feedback or ask questions. The following methods are available:

Committee Chair:

- Adrienne Alford, Director, Human Resources Branch
- Contact: 604-864-4782 or [accessibility@abbypd.ca](mailto:accessibility@abbypd.ca)

Committee Email Address:

- [accessibility@abbypd.ca](mailto:accessibility@abbypd.ca)

or;

- through a self-determined manner most accessible to you.

#### **IV. Accessibility Plan**

Throughout 2024 to 2026, AbbyPD plans to take formal action to identify, remove and prevent barriers to individuals in or interacting with the organization. This plan will primarily be actioned by the Committee, with support from AbbyPD’s Deputy Chief Constable, Administration.

#### ***Priorities***

The following priorities are the focus of AbbyPD’s Accessibility Plan. We will continue to highlight priorities as the Plan further develops, and input and feedback from employees and the community is received.

<b>Priority</b>	<b>Objective</b>
Built Environment	Identify, remove, mitigate and prevent barriers to accessing AbbyPD buildings.
Delivery of Services	Strive to provide equitable access to AbbyPD services.
Education	Provide inclusive, equitable and accessible education to all AbbyPD employees.

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<sup>2</sup><https://accessibleemployers.ca/who-we-are/>

Employment	Create an environment where all AbbyPD employees feel accepted, valued, and have equal opportunity to grow and succeed through the identification, removal and prevention of accessibility barriers in the workplace.
Information and Communications	Strive for all people to receive, in an understandable format, and share meaningful information provided by AbbyPD.
Monitoring and Evaluation	The development of this plan will be informed by feedback from our community and our organization.

***Accessibility Committee Initiatives***

AbbyPD’s Accessibility Committee will support continued compliance with the *Act* and contribute to the ongoing development of its Accessibility Plan.

In its initial phases, the Committee will:

- take necessary steps to establish its governance structure;
- recommend specific actions for the AbbyPD to achieve its objectives;
- make recommendations on public consultation to inform the development of the Accessibility Plan; and
- proactively identify accessibility-related barriers experienced by persons accessing, using spaces of, or interacting with, AbbyPD.

***Collaboration***

AbbyPD strives to find ways to meaningfully collaborate with community partners, including the City of Abbotsford (COA), and other municipal police departments.

***Review of Plan***

The Accessibility Plan was last reviewed on October 24, 2024.

In compliance with the *Act*, AbbyPD will review its Accessibility Plan at least every three years.

**V. Feedback Mechanism**

This is a living document, and your feedback is welcomed. The Accessibility Plan will continue to be reviewed, and feedback from the community and the organization will continue to be solicited.

If you have any feedback concerning this Accessibility Strategy, or if you are aware of any accessibility barriers experienced by persons accessing, uses spaces of, or interacting with AbbyPD, please feel free to contact us using any of the following methods:

- Committee Chair:

Adrienne Alford, Director, Human Resources Branch  
Contact: 604-864-4782 or [accessibility@abbypd.ca](mailto:accessibility@abbypd.ca)

- Committee Email Address:

[accessibility@abbypd.ca](mailto:accessibility@abbypd.ca)

- or;

through a self-determined manner most accessible to you.

All feedback submitted will be provided to AbbyPD's Accessibility Committee.

AbbyPD commits to considering your feedback as the Accessibility Plan continues to develop.

## **VI. Conclusion**

AbbyPD's commitment to accessibility aligns with our Vision, Mission, and Values, and we look forward to working with our organization and our community to make Abbotsford accessible to all of its members.