



City of Warman

Accessibility Plan 2025-28

Name of Organization: City of Warman

Plan timeframe: December 2025 to December 2028

Introduction

The City of Warman is the fastest growing municipality in Saskatchewan and one of the fastest growing in Canada. Significant population growth has had a positive impact on Warman yet comes with significant challenges. The Accessible Saskatchewan Act was introduced to improve accessibility so that all individuals – regardless of ability - can fully participate in community life. The Act mandates the creation of Accessibility Plans by the Government of Saskatchewan and designated public sector bodies. This Accessibility Plan outlines the City of Warman’s approach to meeting these obligations between December 2025 and December 2028.

The City of Warman is committed to fostering an accessible and inclusive community where all individuals can live, work, and participate fully. This plan establishes our framework for the identification of barriers, priority actions, engagement processes, and monitoring mechanisms.



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Statement of Commitment

The City of Warman is committed to:

- Identifying, removing, and preventing accessibility barriers in our services, facilities, bylaws, and programs.
- Ensuring accessibility considerations are integrated into all municipal decision-making.
- Engaging persons with disabilities in the planning, implementation, and monitoring of our services, facilities, bylaws and programs.
- Complying with the Accessible Saskatchewan Act and all relevant codes, standards, and regulations.
- Working toward continuous improvement through annual review and public reporting.

Engagement and Consultation

We recognize the importance of hearing from persons with disabilities to inform development of our accessibility plan. Over the next few months, the City will create a committee which will use the plan to prioritize improvements to city facilities in an achievable manner over the next three years. Importance will be given to life safety items as well as items that can be financed and completed within the plan timeline. Through this committee, the City will undertake public consultation regarding the recommendations it will make to Council.

This engagement will incorporate as many avenues as possible, utilizing a variety of different mediums.



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Accessibility Achievements

When developing our accessibility plan, The City of Warman examined existing programs and services. We want to recognize the hard work of everyone on our team to promote an inclusive workplace. At the City of Warman, we value the contributions of all members.

- Utilized the Ready, Willing & Able program to hire an employee who has a disability to help find full time employment. That employee still works with the City of Warman 10 years later.
- Conducted accessibility audits of multiple city buildings using P3 Architects to identify current accessibility barriers and options for improvement.
- <https://www.warman.ca/accessibility> includes current accessibility targets for digital content.
- Changed bylaw policy around identifying persons with disability parking to ensure consistency in signage and ensuring proper terminology. Warman was the first in Saskatchewan to do so. We also worked with the business community on existing signage to ensure it was all updated.
- Changes to snow removal policy to ensure main roads that include sidewalks are cleared and accessible.
- Budgeted to add new accessible sidewalk cuts at important intersections every year to improve accessibility for people crossing busy roadways.



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Goals and actions

Goal 1: Continued consideration of accessibility in public engagement on City of Warman projects and policies.

Actions:

- Establish an accessibility committee for the City of Warman including representation from persons with disabilities.
- Incorporate accessibility and disability related questions and considerations into future surveys, engagement sessions and policy reviews.

Goal 2: Make City of Warman buildings more accessible (subject to available funding).

Actions:

- Review information provided by P3 Architects to plan and implement accessibility improvements to City of Warman owned buildings on an ongoing basis. These will be prioritized with help from the public and the committee established.
- Update policies to ensure accessibility features are incorporated into all future renovation and new building plans.



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Goal 3: Review and improve the accessibility of websites, web-based services and other online services.

Actions:

- Review City of Warman's current forms and policy documents for accessibility including screen-reader compatibility and plain language.
- Update City of Warman forms and documents that are accessed most frequently to include accessibility features and plain language.
- Update other forms and documents to be more accessible on request using an easy to find and use request process.
- Update policies to ensure accessibility features are incorporated into new documents.

Goal 4: Support a diverse and inclusive workforce.

Actions:

- Review Human Resources policies and procedures with an accessibility lens including processes for medical and disability related accommodations in the workplace.
- Review current processes for employees to self-declare a disability, ensuring confidentiality and comfort, to identify opportunities for improvement. Improving understanding of employee diversity in the context of recruitment, retention, and career advancement, helps to support employees with disabilities and realize a more engaged and productive workforce.



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- Explore opportunities for employee training on accessibility and disability awareness to help employees identify and remove accessibility barriers, more confidently interact with persons with disabilities, and create more inclusive spaces for all.

Conclusion

The City of Warman supports the values of inclusion and accessibility. We are committed to improving accessibility through implementation of our accessibility plan. We will strive to update old and construct new facilities that consider accessibility to ensure everyone has access to what is intended to be public facilities.

Provide feedback

We value all feedback and welcome members of the public to comment on our accessibility plan or any other concerns or questions you may have around accessibility and inclusion. Comments, questions, or concerns can be directed to the contact below:

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