



Town of Oxford
Committee of the Whole
Council Chambers and Zoom
Wednesday, March 13, 2024
6:00 pm

AGENDA

1. Call to Order – Welcome
2. Approval of Agenda, *Pages 1 - 2*
3. Approval of the Minutes – February 14, 2024, *Pages 3 - 6*
4. Town Departments Reports
 - 4.1 Public Works Department – presented by Nick Purdy, Public Works Supervisor, *Page 7*
 - 4.2 Fire Department – presented by Bruce Rushton, Fire Chief and Kyle Purdy, Deputy Fire Chief, *Page 8*
 - 4.3 Administration Report – presented by Linda Cloney, CAO
Pages 9 – 10 – Admin Assistant Report
5. Council Committees and Boards Reports – presented by Linda Cloney
 - 5.1 Cumberland Public Libraries Report, *Page 11*
 - 5.2 Road Trails Act Committee – Public Meeting Announcement – April 3 – Capital Theatre, *Verbal report*
 - 5.3 Audit Committee, *Verbal report*
6. Items of discussion and correspondence – presented by Linda Cloney
 - 6.1 Public Participation Program Policy – presentation, *Pages 12 – 13*
 - 6.2 Letter from Minister’s Lohr and Halman – Coastal Protection, *Page 14 – 16*

6.3 Walk & Wheel Project – Public Meeting Announcement – April 17 Capital Theatre, *Pages 17 - 20*

7. Adjournment



Minutes of the Committee of the Whole Meeting

Place: Council Chambers, Zoom, streamed live to Facebook
Date: Wednesday, February 14, 2024
Presiding Officer: Deputy Mayor Arnold MacDonald
Councillors Present: Mayor Greg Henley, Chrystal McNutt, Olivia Canning, Paul Jones, and Brenton Colborne
Councillor Regrets: Carla Black

Staff in attendance: Linda Cloney - CAO, Stan McDougall - Admin Assistant (recording secretary), and Ruthann Brookins - Manager of Finance.

Presenters in attendance: Johnathan McClelland – CEO Cumberland Business Connector

Press in attendance: Mark Rushton, Six Rivers News

Johnathan McClelland left the meeting at 6:05 PM following his presentation.

1. Call to Order – Welcome

At 5:45 PM, Deputy Mayor Arnold MacDonald called the meeting to order and welcomed all in attendance of the meeting.

2. Approval of Agenda, pages 1 – 2

Moved by Mayor Henley and seconded by Councillor Jones that the agenda of the Committee of the Whole Meeting for Wednesday, February 14, 2024, be approved, as presented.

Motion Carried

3. Presentation

3.1 Cumberland Business Connector – Jonathan McClelland, CEO

Johnathan McClelland presented an overview of the Cumberland Business Connector including an update on current activities of the Cumberland Business Connector.

The Cumberland Business Connector works closely with small businesses free of charge to provide advice and guidance and development of business plans, provide demographic and workforce status reports, and support industries in challenging times. Referrals to specific business support organizations and programs are also key support that the Cumberland Business Connector provides depending on individual business needs.

The Cumberland Business Connector provides nine to twelve workshops yearly for small businesses. For businesses with a high potential to grow, the Cumberland Business Accelerator Program provides extensive ongoing business advice and coaching through a business advisor who meets with the individual business every few weeks.

In conclusion, Johnathan reviewed with the Committee of the Whole that the Cumberland Business Connector would like to return to supporting the Town of Oxford as a full partner to proactively support Oxford businesses and its residents.

Mayor Henley confirmed that further discussion would need to be had with the Council on becoming a member of the Cumberland Business Connector and it would be a budget item for the upcoming 2024-25 budget year.

Deputy Mayor Arnold MacDonald thanked Johnathan McClelland for his presentation.

4. Approval of the Minutes – January 10, 2024, pages 3 – 6

Approved by

Deputy Mayor Arnold MacDonald, Chair, on Feb 14, 2024

5. Town Departments Reports,

5.1 Public Works Department – presented by Nick Purdy, Public Works Supervisor, *Page 7*

5.2 Fire Department – presented by Bruce Rushton, Fire Chief and Kyle Purdy, Deputy Fire Chief, *Page 8*

5.3 Municipal Physical Activity Report – presented by Councillor McNutt, *Pages 9 - 10*

5.4 Administration Report – presented by Linda Cloney, CAO

Pages 11 – 12 – Admin Assistant Report

Pages 13 – 14 – Revenue Clerk Report

Page 15 – Manager of Finance Report

5.5 Cumberland Region Solid Waste Management Report – February 2024 – verbal report presented by Linda Cloney, *Pages 16 – 17*

Deputy Mayor Arnold MacDonald thanked the Town staff for their respective reports.

6. Council Committees and Boards Reports – presented by Linda Cloney

6.1 Accessibility Advisory Committee Report, *Verbal report*

6.2 Police Advisory Board Report – includes RCMP Report

Verbal report for Police Advisory Board Report, pages 18 – 22 – RCMP Report

Councillor Jones added that the OREC school entrance needs to be analyzed and discussed with authorities for the safety of students and residents picking up and dropping off students due to congestion, traffic flow and a risk to safety for all.

6.3 Policing Services Review Committee, Verbal report

6.4 Road Trails Act Committee, Verbal report

Deputy Mayor Arnold MacDonald thanked all Committees and Boards for their respective reports.

7. Items of discussion and correspondence – presented by Linda Cloney

7.1 Sponsorship Email and letter – Rylin Adams (Oxford Wildcats Bluenose Baseball), Page 23 – email from Lindsay Adams and Page 24 – Sponsorship Letter Request for Rylin Adams

CAO Linda Cloney reviewed with the Committee of the Whole, a letter of request and an email regarding the sponsorship of Rylin Adams.

Consensus is that Council will provide promotional materials and post material on the social media (Facebook) pages as support for Rylin.

8. Adjournment

Before the adjournment, Deputy Mayor Arnold MacDonald reminded everyone that a Special Council Meeting would be held as soon as this meeting was adjourned.

The meeting adjourned at 6:45 PM.

Deputy Mayor, Arnold MacDonald, Chair

Stan McDougall, Admin Assistant

Date Approved

Public Works Report February 2024

Salted and plowed street and sidewalks as needed.

Greased all machines.

Storm Clean up

Cleared fire hydrants and fire exits at town buildings

Plowed access road to wells

Plowed access road to water storage tanks

Weekly water samples

Monthly lagoon samples

Contracted Kent Thompson to help clear sidewalks – major storm (Thank you)

Cold patch on Main Street

Graveled water break patches on Water Street

Cleared storm drains

Kubota repaired snow blower for tractor

Repaired 624 plow

Water break on Stanley Street

Removed pile of snow at medical centre

Topped up salt bins .

Any questions feel free to reach out, Thanks

Nick Purdy

Public Works Supervisor

902-397-3002

Oxford Volunteer Fire Dept. Report to Council – March 5/24

This year is starting out quite busy for the department with 15 calls in February.

- 4 MVA's (3 in our coverage area and 1 mutual aid)
- 5 medical related calls...all in town.
- 1 structure fire call assisting a neighboring department.
- 1 chimney fire in our coverage area.
- 1 call for a flooded basement in our coverage area.
- 1 vehicle fire in our coverage area
- 2 mutual aid calls to stand-by at another station.

5 of these calls were in town; 6 calls in our coverage area and 4 mutual aid calls assisting our neighboring departments.

- *We cover approximately 22 kms of highway 104. We have a bit of an idea of the various types of cargo that moves up and down this highway. Yesterday morning shortly after 03:00 AM, we were dispatched to a single vehicle accident; while our crews were wrapping up with this incident, at approximately 04:30 AM, two tractor trailers collided just a few hundred meters from the first incident. We dispatched another truck along with requesting another Ambulance, DOT and Special Hazards (from Truro) to the scene. Our crew performed a very serious extrication with excellent results. I just want to mention this as these volunteer firefighters did excellent work and under serious pressure. The chief from the Special Hazards reviewed the work our crew did and gave them a lot of praise for the excellent work in getting the driver out. As the Fire Chief, and Kyle will agree even though he was part of that crew, that this is why we train. That said, we are very proud of the crew...the volunteers that we have in this small-town department!*

We are currently planning for wildland fire training with DNRR in the coming weeks which will include our mutual aid partners.

- *We have 2 members that continue with the Level I firefighter training.*

We are working on making upgrades our station to make it more comfortable and better suited as a comfort/warming center.

- *Over the past month we have gained 2 new members*
- *1 member recently retired, my father, Allan Rushton, has retired once again. I say that because he retired back in 1998. After serving various roles within the department ie. Captain, deputy Chief, and Chief. He rejoined the department in 2006 and like I said, has decided to retire...again.*

Respectfully submitted,

Chief, Bruce Rushton

Deputy Chief, Kyle Purdy

more than 45 years



February 2024

- **YouTube:** Completed recent uploads of COW and Council Meeting videos. Created Playlists for 2021-2024 videos. There are 81 videos in total ranging from 2020 – 2024 on the channel. There have been up to 23 views on one video, so people are starting to find the channel.
- **Xerox:** worked with CAO and Manager of Finance on renewal of Xerox copier lease and order of new updated multifunction unit to replace the existing unit that has started to give us some problems intermittently. A reduction in black and white printing costs and a slight reduction in monthly payment overall per month.
- The new Bell Billing Portal has been set up. All currently active Bell Alliant bills have been added to it for future bill access.
- Updated Canada211.ca information for the Town of Oxford.
- Worked with the CAO and MPAL to put together and submit the application for “Proposal for Funding under the Enhanced Road Safety Transfer Payment program – call 4”. Emailed the completed proposal on Feb 8, 2024.
- African Heritage Month Proclamation Video edited and posted with the proclamation to the website and shared on the FB Town Official page.
- Assist the Clerk in resetting banking passwords for several banks.
- **Monthly Interest Posting** in TownSuite for Property and Water taxes completed.
- **Online social media Posting:** Town & Provincial-Related articles, calendars for clubs and local organizations, news, alerts, proclamations, minutes, notices, surveys, and updates to the Oxford website and Oxford Facebook Pages.
- **Accounts payable** - paying bills online via Scotia Bank.
- **Deposits** – Posting in Sage50 for General & Water Operating, assisting when required to set up deposit batches for the clerk in her absence.
- **Bill Posting** - in Sage50 bills are paid online, by Visa, by cheque, and bills due to Water Operating account 1303/58xx to assist the clerk when needed.
- **Mid-month reporting** for Payroll (Manulife Pension, Union Dues, Workman’s Comp, Source Deductions (Revenue Canada)), and payment of the above in Scotia Bank.
- **IT Support and Maintenance for:**
 - **Hardware and devices** – Troubleshooting, updates to software and firmware, and maintenance to printers, computers, laptops, cell phones, tablets, and other devices.
 - **Software:** Updates to Microsoft Windows 11, Microsoft Office 365, Sage50 Accounting, TownSuite, Adobe Acrobat, system drivers, and other software.
 - **Daily Backup Maintenance** to external hard drive. Stored daily in the safe.
 - **Audio/Video** setup and troubleshooting as required for Zoom for meetings.

- **Payroll:**
 - Timesheet entry & analysis bi-weekly into payroll spreadsheet. Requesting information from Connie's Financial Services (CFS) and individual employees regarding hours and other payroll information as required.
 - Submission of general payroll timesheet to CFS for paystub processing.
 - Analysis of paystubs to verify proper hours and calculations for LIEU, Sick, and Vacation time. Work with CFS if there are any issues.
 - Posting of paystubs into Scotiabank for each employee bi-weekly and Council Monthly.
 - Public Works time allocation tracking for the Manager of Finance to assist with analysis of the current and future years' forecast for the GL accounts.
 - Tracking and analysis of LIEU, Sick, and Vacation hours for all staff.
 - Analysis and tracking of anniversaries and changes to accumulated bi-weekly values for Sick and Vacation hours as required and as per CUPE and admin HR employment booklets.
- **Covering at the front desk** – customer service for tax and water payments and general inquiries when the clerk is absent.
- **Various Committee and Council/COW meetings:** Assisting in assembling and printing agenda packages, recording minutes, updating action items, scanning, and uploading minutes and related information to the Oxford website and file server (Health & Safety, COW, Council, Accessibility, Audit, Source Water Protection, Police Services Review, Police Advisory Board, etc.). Auditing minutes against the website to ensure past minutes, proclamations, bylaws, policies, and other documentation were signed and uploaded for committees and the Council. Download Zoom meeting video from Facebook to upload to YouTube.
- **Website and Facebook page updates** - Updates posted to the Town of Oxford website and Town of Oxford Facebook pages as needed.
- **Other administrative/clerical/IT and general duties as required and ongoing.**

**Cumberland Public Libraries
Brief Report - Oxford
February, 2024**

March Break

With the current financial situation the library has reduced its March Break programming this year. Programs in Oxford March 11-16: Swing into Spring scavenger hunt, and LEGO.

Our programs remain free to encourage everyone to take part. Registration is required as space is limited.

Statistics

In the month of December, Cumberland Public Libraries signed out over 11,903 items, 405 items in Oxford. This includes books, movies, TV shows, magazines, online and more.

Also, in December Oxford library offered 1 in-person program with 12 people in attendance. The Oxford library had 265 in person visits.

Cumberland Public Libraries financial update

Revenue as of January 31, 2024

	Budgeted	As of Date
Province of Nova Scotia	775,400	775,400
County of Cumberland	186,267	139,601
Amherst	87,299	65,475
Oxford	10,334	7,751
Board Generated Funding (includes grants, fundraising, cost recovery, donations, etc)	119,300	128,807
<i>Total Revenue</i>	<i>1,178,600</i>	<i>1,117,034</i>

Expenditures as of January 31, 2024

Salaries and benefits	1,014,450	874,532
Library Materials	105,930	80,166
Vehicle Operation	9,050	4,118
Operating Expenses	116,600	79,265
Program Expenses	13,000	11,652
Board & staff - training and travel	9,300	8,605
Accessibility	4,000	100
Automation	27,000	21,589
Grant disbursement	1,000	68,243
<i>Total Expenses</i>	<i>1,300,330</i>	<i>1,148,270</i>

Next Board meeting April 18, 2024

DEPARTMENT: PLANNING AND DEVELOPMENT

TITLE: **POLICY FOR PUBLIC PARTICIPATION and NOTIFICATION**

Minutes reference date:

PURPOSE:

1. To establish a policy for public participation, and notification for the adoption of the Municipal Planning Strategy (MPS), Subdivision By-law, Land Use By-law (LUB), Development Agreements, Variances, Site Plans, and amendments thereto.

DEFINITIONS:

2. The terms used in this Policy have the same meanings as those found in the MGA.

AUTHORITY:

3. This policy carries out MGA section 204 that requires Council to adopt a public participation policy concerning the preparation and administration of planning documents. This policy also provides for public notification where required under MGA sections: 205 (Requirements for adoption of planning documents), and 206 (Public hearings). 210 (LUB amendments), 221 (Notifications and costs), 230 (Adoption or amendment of development agreement), 232 (Site-plan approval), 236 (Variance procedures), and 237 (Variance appeals and costs).

The CAO, or designate, is responsible for the administration of this policy.

POLICY:

Public Participation Session

1. A public participation session will take place at a meeting of the Planning Advisory Committee, prior to making a recommendation to Council. Notification of the session shall adhere to the Procedure for Public Participation and Notification.
3. A summary of the public participation session will be provided to Council prior to First Reading.

Public Hearing

1. A public hearing will generally take place prior to a meeting of Council, and prior to giving second reading of the planning document, Development Agreement, or amendment thereto.
2. Advertisement and notification of the public hearing shall adhere to the Municipal Government Act, and the Procedure for Public Participation and Notification.

Public Participation with Abutting Municipalities

DEPARTMENT: PLANNING AND DEVELOPMENT

TITLE: **POLICY FOR PUBLIC PARTICIPATION and NOTIFICATION**

Minutes reference date:

1. Notification shall be provided to the Municipality of Cumberland County for all proposals within 200 metres of the municipal boundary for a property which is the subject of a proposed adoption, revision, and/or amendment of planning documents.
2. When considering the adoption, revision, and/or amendment of planning documents, the engagement with the Municipality of Cumberland County and the engagement with the public through the Public Meeting shall consider any impacts the proposed adoption, revision, or amendment may have on the Statements of Provincial Interest.
3. Comments received by the Municipality of Cumberland County's Clerk or representative as well as the public comments received through the Public Meeting shall be considered by Council prior to any resolution approving first reading of the proposed planning documents.
4. Upon Council approving first reading to proceed to a Public Hearing to consider the adoption, revision, and/or amendment of planning documents, a second notice shall be sent to the abutting Municipality's Municipal Clerk and Director of Planning in-keeping with Section 206 of the Municipal Planning Act.

Documentation and Coordination

Documentation and coordination shall adhere to the Procedure for Public Participation and Notification.

February 26, 2024

Dear Mayors, Wardens, and Councillors:

Today, February 26, the Government of Nova Scotia announced *The Future of our Coastline: Nova Scotia's plan to protect people, homes, and nature from climate change*.

This plan has 15 actions for property owners, municipalities, and the province to keep coastal homes, communities, and natural areas safer from the impacts of climate change, such as rising sea level and more frequent and intense storms which lead to coastal flooding and erosion. You can read it at novascotia.ca/coastal-plan.

Nova Scotians are a coastal people, and being near the ocean contributes significantly to our quality of life – people want to live by it and enjoy it safely. As the elected representatives of our communities, we all share the same vision – safe, sustainable, healthy, and climate-resilient communities.

Nova Scotians in every part of the province are now experiencing the negative effects of climate change. Last summer's flooding and wildfires were a heartbreaking reminder of that. Our coast is on the front lines of climate change. In response, we are taking action. We are:

- achieving the ambitious targets set out in the *Environmental Goals and Climate Change Reduction Act*,
- providing important climate information to Nova Scotians through the first provincial Climate Risk Assessment developed since 2005,
- making significant progress on achieving the 68 goals in the Climate Change Plan,
- designating new protected areas,
- implementing a new strategy to achieve 20 per cent land and water protection by 2030, and
- introducing a new coastal protection plan that responds to specific concerns related to the impacts of climate change on our coast such as erosion, rising sea levels and coastal flooding.

We developed this plan after listening to Nova Scotians, municipalities, and other stakeholders. We also did thorough and thoughtful analysis of all possible options. It does not involve proclaiming the *Coastal Protection Act*, which was too limiting in that it only applied to new builds.

This plan is broader, more flexible, and comprehensive. It is about empowering coastal property owners to make informed decisions, supporting municipal leadership, and taking provincial action to empower our people and our communities to adapt to the impacts of climate change. It is about giving municipalities, communities and private property owners options, because one size fits all doesn't work.

It is the best and most effective path forward to protect the coast and all homes along it – whether they were built 50 years ago or are being planned for the future.

Municipalities are leaders in climate change adaptation and mitigation, and have been for years. Every day, you are leading the change needed to make sure our communities are climate-resilient. Whether that is installing EV chargers, moving to green energy like wind and solar, greening your municipal fleet, or retrofitting buildings and installing heat pumps, you are helping prepare our province for the future.

As Mayors, Wardens, and Councillors, you are leaders in your communities, and you know them best. At the council table, you navigate difficult decisions regarding land-use planning, zoning, by-laws, policies and permits day-in, day-out. This is why we believe that municipalities are best equipped to take critical action designing and building coastal communities that are safe and resilient to climate change, especially as Nova Scotia is experiencing rapid growth. Your leadership is essential in meeting our goals, and working together we cannot fail.

We know you are working tirelessly to manage many issues and priorities and our aim is that you will see the benefits and embrace the actions in this plan. Our government will support you by:

- investing in more flood line maps for you to use in your zoning and planning work,
- investing in your climate adaptation and mitigation work through funding programs like the Sustainable Communities Challenge Fund and the Community Climate Capacity Program, and
- conducting a province-wide erosion risk assessment, and more.

In the coming months we will continue to thoughtfully engage with municipal leadership through the Nova Scotia Federation of Municipalities, the Association of Municipal Administrators Nova Scotia, and directly with you and your municipality.


By working together, the Province, municipalities and property owners will ensure our coastal communities are designed, planned and built to help protect them from climate change impacts.

With these actions we've set out today, we look forward to continuing to work with you to create thriving, sustainable and resilient communities in Nova Scotia.

Our best regards,



Honourable John A. Lohr
Minister of Municipal Affairs and Housing



Honourable Timothy Halman
Minister of Environment and Climate Change

Additional Resources:

Environmental Goals and Climate Change Reduction

Act: <https://nslegislature.ca/sites/default/files/legc/statutes/environmental%20goals%20and%20climate%20change%20reduction.pdf>

Our Climate, Our Future: Nova Scotia's Climate Change Plan for Clean Growth:

<https://climatechange.novascotia.ca/sites/default/files/uploads/ns-climate-change-plan.pdf>

Weathering What's Ahead: Climate Change Risk and Nova Scotia's Well-being:

<https://climatechange.novascotia.ca/climate-impacts>

More information on the Sustainable Communities Challenge Fund is available at:

<https://nschallengefund.ca/>

More information on Community Climate Capacity Program is available at

<https://cleanfoundation.ca/ccc/>

‘Walk and Wheel’ Project Proposal

A Scoping Assessment

Submitted to the Town of Oxford, Nova Scotia

Sept 20, 2023

This proposal is being submitted by two members of the PEACH Research Unit team, who are offering their time as independent consultants to complete the proposed project work. The Basis for Proposal written below describes our understanding of the project, ascertained from an initial meeting with Oxford’s Municipal Physical Activity Leader and the Regional Physical Activity Consultant for Fundy Region in August 2023.

Basis for Proposal

The Town of Oxford is located along the Trans-Canada Highway which brings travelers to the edge of town as ‘a stop along the way’. However, the Town has a desire to be a vibrant and active destination for more people.

Oxford is surrounded by a network of well-used recreational trails (e.g., hiking, snowshoeing, cycling, mountain biking), including access to the Trans Canada Trail. These recreational routes can attract more people to the community and encourage more active lifestyles for community members.

According to the Town’s *Physical Activity and Recreation Strategic Plan (2019-2024)*, while walking is the top activity that residents wish to do more, the condition/maintenance of roadside and cycling infrastructure is considered a significant challenge to achieving physical activity goals (Town of Oxford, p. 4). Therefore, the Town seeks to make strategic investments in walking and wheeling infrastructure (e.g., sidewalks, bike lanes, safe pedestrian crossings, etc.) that enrich social and physical activity in and around the Town.

To meet the needs of current and future generations, targeted infrastructure improvements that consider the accessibility and age-friendliness of active transportation routes are likely necessary. Therefore, we propose that a first step to achieving these goals lies in a scoping assessment of the active transportation assets and challenges present in the Town of Oxford.



Scope of Work

We will perform a series of community assessments that inform the state of active transportation infrastructure in the Town of Oxford and its suitability for persons who experience a range of (dis)abilities.

These assessments will be informed by federal and provincial accessibility standards for the built environment and environmental indicators of age-friendly and accessible physical activity spaces compiled from tested neighbourhood assessment tools such as the Rural Active Living Assessment Toolkit (RALA), Senior Walking Environmental Assessment Tool (SWEAT-R), Stakeholder Walkability/Wheelability Audit in Neighbourhoods (SWAN), and the World Health Organization's Checklist of Essential Features for Age-Friendly Cities.

We will conduct assessments both in-person using a sampling method to audit the quality of select streets and trails, and remotely by performing spatial analyses using available GIS datasets. Outputs will include a final report and a video summary of the project methods, findings, and recommendations for future infrastructure projects.

The goal of this work will be to provide supportive data that may strengthen proposals for future design interventions along public roads and trails.

Findings may include:

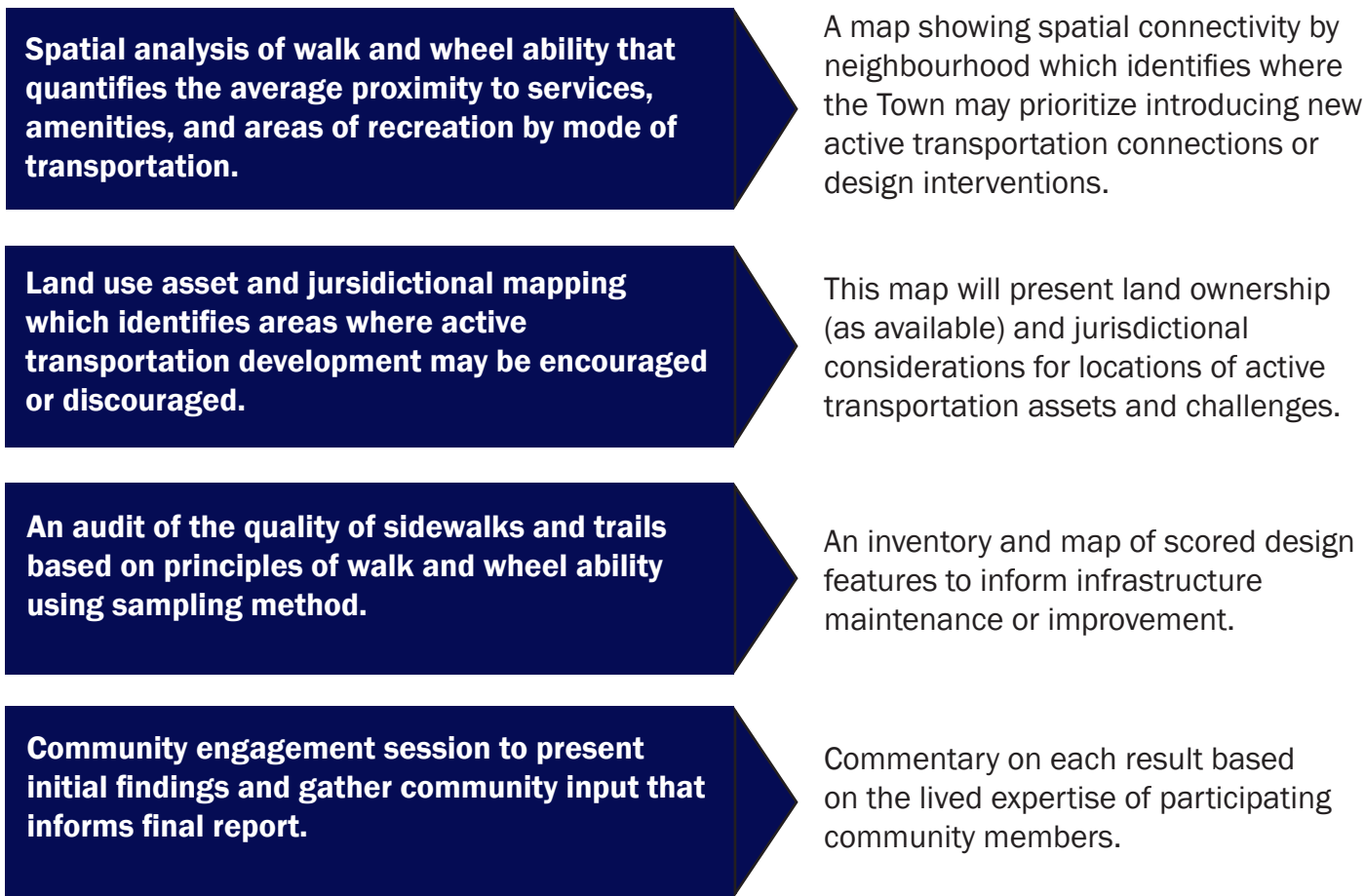
- areas of interest (e.g., where infrastructure development may be directed or avoided);
- top priorities for maintenance or improvement of active transportation/recreation routes based on quality scores;
- average distance to services and amenities to suggest where additional pedestrian and/or cycling connections may be of benefit; and,
- accessibility requirements for pedestrian infrastructure to include in later design projects.

Our expertise does not qualify us to directly recommend public works projects in the Town of Oxford. Therefore, the proposed report will not include specific site designs for application in Oxford, nor will it provide costing for site design options. This report will offer an information resource, but will not serve as a plan or strategy in itself.



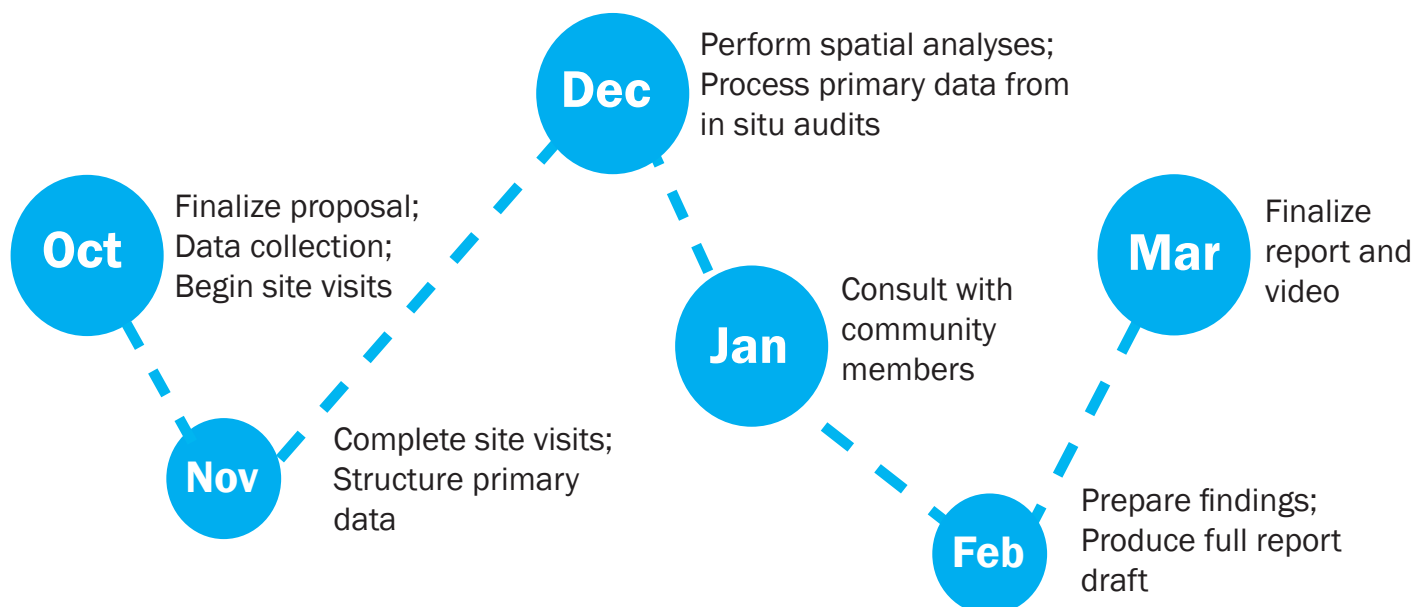
Proposed Activities

The following specific activities and their products are proposed:



Timeline

Please note: Exact dates for deliverables to be identified later.





Data Availability

The deliverables of this report are dependent upon the availability and reliability of some existing data sources, such as road network data and classifications, trail network data, and other spatial information. We look forward to discussing the details of this proposal with you further.

Estimated Budget

Hours (Clark): \$4,050
Hours (Deturbide): \$4,050
Gas/mileage (approx.): \$700
Engagement session: \$100

Total = \$8,900

Qualifications

Kate Clark

Researcher & Project Management Professional

Kate Clark (MPlan) has over six years of experience performing consultation, community assessments, and best practice reviews for accessibility and age-friendliness in the built environment. Formally educated as an urban planner, Kate has built her knowledge of strategies that shape cities that are inclusive, healthy, and designed for people of all ages and abilities.

Kate is a qualified Accessibility Professional with the Rick Hansen Foundation's Accessibility Certification (RHFAC) and a certified Women's Safety Assessor through the UN Women's Safe Cities and Safe Public Place programme.

Katherine Deturbide

Research Analyst & GIS Specialist

Katherine Deturbide (MPlan) has over four years of experience of working with GIS mapping software, particularly for analyses related to community health and accessibility. She also has extensive experience with conducting community health research and writing and facilitating community engagement activities.

With a background in both urban planning and architecture, Katherine is interested in learning about how accessibility-related data can better inform urban design practices to develop more active, healthy, and inclusive communities. Katherine is a qualified Accessibility Professional with the Rick Hansen Foundation's Accessibility Certification (RHFAC).