

Request for Review: City of Kitchener's Data for Equity Standard and Guidelines (Demographic Data Standards)

Grand River Accessibility Advisory Committee

Thursday May 22, 2025, Meeting

Introduction:

Dear Members of the Grand River Accessibility Advisory Committee,

We are seeking your valuable insights and feedback on the City of Kitchener's Data for Equity Standards and Guidelines. As part of our ongoing efforts to ensure inclusivity and equity in our demographic data collection, we are particularly interested in your perspective on the disability-related question within our standardized demographic data framework.

Your expertise and recommendations will be instrumental in refining our approach to better serving all community members. We look forward to your thoughtful review and constructive feedback.

Thank you for your participation and support.

Sincerely,

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1. Question related to Disabilities

1. Question

The following rationale and key considerations are included for staff awareness. The Question will be use as standard question for all forms of demographic data collections.

Rationale:

- Provides information to determine if a service user, resident, and staff is a person with disability.
- To measure the number of people with disabilities as it relates to city services, programs, employment, and other municipal functions.
- To help identify systemic barriers and discrimination that people with disabilities are facing.
- To gather disaggregated data and identify varieties of disabilities and address barriers specific to the unique experiences with the goal of acting on data to prevent and remove barriers.

Key considerations:

- Some people with disabilities may not self-identify. Because of this, when interpreting survey results, staff should consider that the data collected using this question sometimes underestimates the actual numbers.
- The City of Kitchener's Accessibility Plan – Accessibility First outlines City's commitment to prevent and remove accessibility barriers.
- People with disabilities have unique and complex experiences when interacting with the city. It is important to engage with people with lived experience during the data planning phase to ensure asking right questions and equitable interpretation and accountability.

The Question:

Are you affected by any of the following? (Please select all that apply)

- ☐ Mobility/dexterity condition (e.g. Cerebral Palsy, paraplegia)
- ☐ Chronic illness/medical condition (e.g. hemophilia, multiple sclerosis, arthritis, diabetes)
- ☐ Hearing loss (e.g. hard of hearing, deafness)
- ☐ Vision loss (e.g. glaucoma, partial or complete blindness)
- ☐ Speech condition (e.g. aphasia, stuttering, dysarthria, cluttering)
- ☐ Developmental condition (e.g. Down's Syndrome, Autism Spectrum Disorder)
- ☐ Mental health condition (e.g. depression, anxiety, schizophrenia)
- ☐ Learning or behavioral condition (e.g. ADHD, dyslexia, dysnomia, dysgraphia)
- ☐ None
- ☐ Prefer not to answer

Additional items (if time allows):

2. Accessibility review (in process) for the future - Ensuring that the process of collection (e.g. online/paper surveys and forms, and online platforms such as Engage Kitchener and ACTIVENet are accessible)
3. General recommendations regarding interpretation, analysis, and using data to inform and improve our programs, initiatives, services, etc.