



EnAbling Change Project: Accessibility Self-Assessment Tool for Organizations Demonstration

Presentation to the York Region Accessibility
Advisory Committee

April 22, 2015



Today's presentation

- Project overview
- Demonstration
- Next steps

What *more* can we do?

- Accessibility legislation establishes a strong foundation for an accessible Ontario
- Beyond compliance - what *more* can we do to create inclusive and accessible organizations for people of all abilities?
- Organizations want best practices to follow

What is it?



An EnAbling Change Partnership
project with the Government
of Ontario

- EnAbling Change partnership project with York Region and Government of Ontario
- Online assessment tool for public, private and voluntary sector organizations
- Measures organizational change over time
- Not meant to measure AODA compliance
- Voluntary and confidential participation by organizations who want to go beyond compliance, across Ontario and all sectors

How will it work?

- **Assess where you are (baseline):**
 - Provides an organized means of measuring the accessibility of an organization's key areas of responsibility
 - Each key area has goal with performance indicators
 - Each indicator is an accessibility best practice
- **Develop strategies to improve:**
 - Helps identify accessibility gaps or barriers in services and programs, and develop strategies to address them
- **Track change over time:**
 - From initial performance measures you can track and adjust organizational change towards desired results

How has it been developed?

Phase one (Fall 2014):

- Research and environmental scan

Phase two (January-April):

- Develop draft assessment tool and instructional resources
- Pilot testing and focus groups

Phase three (May):

- Finalize online tool and resources

Tool is organized under six key areas of organizational responsibility (or domains):



Overall best practices to create an accessible organization

Leadership:

Organizational leaders take ownership for accessibility activities that go beyond compliance with legislation.

Communication:

The organization provides information and communication services that are accessible to a wide range of people with different abilities.

Overall best practices to create an accessible organization continued ...

Training and Development:

Accessibility-related training and development for all personnel helps to achieve and maintain an accessible organization.

Employment Practices:

An accessible organization encourages an evolving scope of employment practices to include people with a wide range of abilities.

Overall best practices to create an accessible organization continued ...

Provision of Goods and Services:

An accessible organization provides goods and services that are accessible and welcoming to people with a wide range of abilities and delivered in a manner that reflects inclusionary practices.

Built Environment:

The organization provides an accessible indoor and outdoor built environment for people with a wide range of abilities.

Beyond Compliance: Accessibility Self-Assessment Tool for Organizations

Leadership Domain

DEMONSTRATION

Beyond Compliance: Accessibility Self-Assessment Tool for Organizations

Next steps:

- Finalize online tool and instructional resources
- Post completed tool online

Thank you

