



To: **Planning and Budget**

Sponsor: Angela Hildyard, Vice-President Human Resources and Equity
416-978-4865
angela.hildyard@utoronto.ca

Date: January 12, 2011.

Item Identification:

ODA Plan 2010-2011 (for information only) placed on
www.aoda.utoronto.ca and
<http://www.hrandequity.utoronto.ca/news/oda.htm>

Previous Action Taken:

This is an annual report, for your information only.

Highlights:

This Ontario Disability Act (ODA) Plan outlines our progress in 2010 and our goals regarding accessibility on all three campuses for 2011. During this past year we began to lay a foundation for the expected changes to provincial legislation which will impact accessibility. This report will speak to the changes in legislation in more detail as we begin to transition from the ODA to the Accessibility for Ontarians with Disabilities Act (AODA).

During the 2009-10 academic year 2,572 students registered with Accessibility Services at St. George, UTM, and UTSC combined. Since 2000 this number has increased by approximately 150%. Table 1, in the appendix of this report illustrates the steady increase in number of students registered with the services since 2000. Disabilities identified by the students included: learning disabilities, mental health needs, and mobility or low vision.¹

¹ Accessibility Report for MTCU (St. George, UTM, UTSC)

In 2009-10 175 staff or faculty requested accommodation through Health and Wellbeing Programs & Services. This number is an increase of 45% over last year. Accommodations included return to work following long term disability or sick leave, ergonomic office equipment, fire prevention pagers, and flexible work arrangements.²

In 2005 the Ontario government passed the Accessibility for Ontarians with Disabilities Act (AODA), setting the goal of developing a fully accessible Province by 2025. The AODA applies to both the public and private sectors and includes five “standards”. The first standard to become law was the Customer Service Standard. The University was required to comply with this standard by January 1, 2010. This report will provide further information regarding the Customer Service Standard and the commitments that the University of Toronto met.

It is expected that three new standards will be released in 2011 in an integrated format: Employment, Information and Communication, and Transportation. The University is already preparing for these standards and progress to date is outlined in the report. The final standard, Built Environment, will likely be released in 2012..

A key purpose of the annual ODA plan is to assist the University in developing a strategic approach to barrier removal and prevention. This report will present programs and initiatives which have been established over the past year leading to such goals.

Funding

No funds have been allocated by the Government of the Province of Ontario to assist in the implementation of the Accessibility for Ontarians with Disabilities Act. Targeted funding is available from the Ministry of Training, Colleges and Universities to the Accessibility offices at the University of Toronto. These offices specifically assist

² Human Resources and Equity Annual Report 2009-2010

students with academic accommodations. This past year (2009-2010 academic year) the University received \$1,694,034 from the Accessibility Fund for Students with Disabilities and spent approximately \$ 2,922,584 across the three offices. Direct funding from the University to cover shortfalls was \$1,228,550³

All other initiatives to support accessibility across the University are financed through the relevant division and unit budgets. For example the Division of Human Resources and Equity allocated approximately \$60,000⁴ in direct costs for resources and staff time; the Office of Governing Council allocated \$13,252⁵, and Facilities and Services property management expenditures totaled approximately \$137,000⁶.

Financial and/or Planning Implications:

There are no financial or planning implications beyond those already identified within Divisions' Academic Plans.

Recommendation:

It is recommended that the Planning and Budget receive the *2010 ODA Plan*

³ Accountability report for MTCU July 2010.

⁴ Printed materials for Customer Service Standard, Staff time allocated to Council of Ontario Universities, PACDI, Enable Change Project.

⁵ Accommodation for governance meetings, convocation services, etc.

⁶ St. George, UTM, UTSC facilities expenditures related to accessibility.