Multi-Year Accessibility Plan, 2025-2030

OFFICE OF THE VICE-PRESIDENT, PEOPLE STRATEGY, EQUITY & CULTURE

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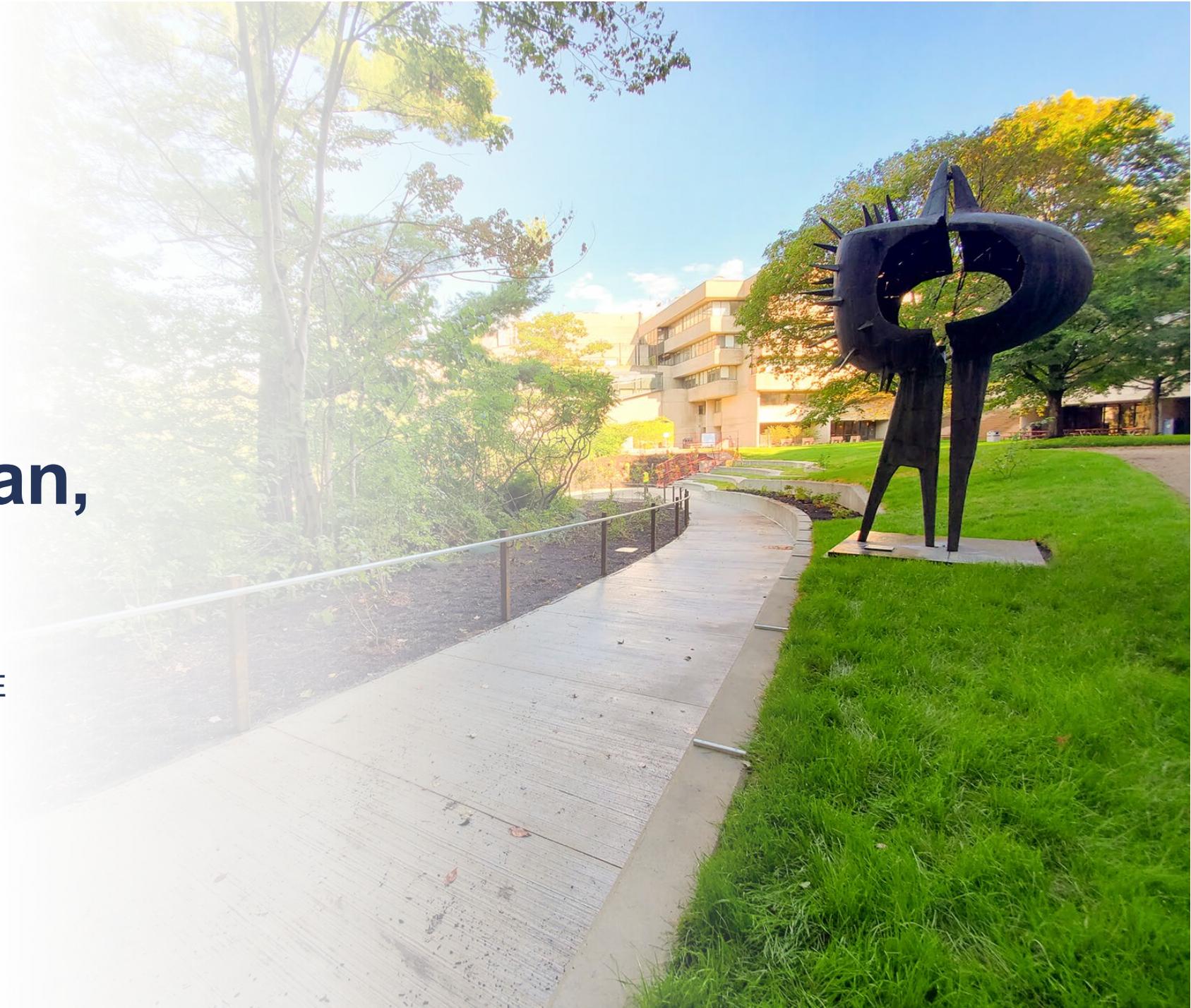
Adhering to requirements and principles

Continuing to meet our legal requirements and fulfill our principles.

- Under the AODA, institutions must implement and maintain multi-year accessibility plans, renew every five years

- The University's 'Statement of Commitment' states that every member has a role in the identification, removal and/or reduction of barriers to full participation.

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Community-informed, expert-guided

Values-driven consultation process to foster participation and full accessibility.

- Engaged experts and community members in an institutional Multi-Year Accessibility Plan Consultation Committee to provide IEO with guidance on fostering participation

- As a result, consultation was multi-faceted, thorough and comprehensive, using a thematic approach

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Devising specific and realistic initiatives

Creating initiatives that responded to the consultation feedback, met compliance and supported by leadership.

- Consultation feedback thoroughly analyzed to create viable and feasible initiatives. Each initiative had to support compliance and meet SMART principles.

- Each theme and initiative has been assigned University portfolios responsible for supporting implementation. This ensures accessibility continues to be a share responsibility.

Impactful initiatives

The multi-year plan contains initiatives that will foster collaboration and result in meaningful change.

- Across the five themes, new initiatives are planned for the next five years. The plan also sustains current work to ensure compliance and accessibility.

- To lay the foundations, we will start with initiatives under the Institutional Culture of Accessibility. The establishment of an Institutional Accessibility Advisory Committee will offer important insights and support the plan going forwards.

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2025 and Beyond

Achieving an institutional culture of accessibility through a strategic framework

- Creating a clear framework to support the implementation of each initiative over the next five years
- Develop appropriate and community informed approaches to tracking work towards the completion of the initiatives
- Continuing the existing work of the AODA portfolio for the University community

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Questions?

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