

FOR INFORMATION**PUBLIC****OPEN SESSION**

TO: Planning and Budget Committee

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PRESENTER: Jodie Glean-Mitchell, Executive Director, EDI,
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DATE: March 18, 2026, for March 25, 2026

AGENDA ITEM: 3

ITEM IDENTIFICATION:

Annual Report: Accessibility for Ontarians with Disabilities Act (AODA), 2025

JURISDICTIONAL INFORMATION:

Section 4.1 of the Terms of Reference for the Planning and Budget Committee states: The Committee is responsible for monitoring and planning activities and documents as may be required by general policy, as specified herein or by resolution of the Academic Board.

GOVERNANCE PATH:

1. Planning and Budget Committee [for information] (March 25, 2026)
2. University Affairs Board [for information] (April 23, 2026)

PREVIOUS ACTION TAKEN:

The Planning and Budget Committee received the Annual Report: Accessibility for Ontarians with Disabilities Act (AODA), 2024 for information only at its April 9, 2025 meeting.

HIGHLIGHTS:

The Accessibility for Ontarians with Disabilities Act (AODA) Report is produced each year to satisfy the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and demonstrate how the University is meeting or exceeding compliance and adhering to its institutional accessibility plan. This year, the Report has been produced exclusively in a digital format.

The 2025 AODA Report explores the following themes as it highlights initiatives across the tri-campus: supporting accessible teaching & learning; strengthening accessibility foundations; deepening our accessibility practices; creating accessible physical spaces and structures; and centring lived experience of disability. Thematic introductions situate local efforts within an institutional context and identify where the 2025-2030 Multi-Year Accessibility Plan can continue much-needed work. A brief section anticipating 2026 efforts encourages Faculties, divisions, and campuses to use the consultative MYAP development process as a model for their own long-term planning.

This year, instructors across our campuses learned strategies to promote accessible learning environments and divisions and Faculties redoubled efforts to build capacity for web and digital accessibility. A more wholistic approach to accessibility informed long-term campus plans, and the AODA portfolio engaged in a record number of consultations on topics spanning interview accommodations to support for service animals. The AODA portfolio continued to encourage Faculties, divisions, and campuses to engage lived experience consultations on all manner of projects and initiatives. The creation of an Accessibility Advisory Committee (a key deliverable of the MYAP) will advance this goal of creating truly inclusive spaces, processes, practices, and activities as we move to 2026 and beyond.

We appreciate the efforts of everyone across the tri-campus whose work is captured in the 2025 AODA Report, and we extend our thanks to all those who will join collective efforts to implement our 2025-2030 Multi-Year Accessibility Plan. With the MYAP to guide us, we can create an institutional culture of accessibility at U of T.

FINANCIAL IMPLICATIONS:

None.

RECOMMENDATION:

For information.

DOCUMENTATION PROVIDED:

Annual Report: Accessibility for Ontarians with Disabilities Act (AODA), 2025:
<https://people.utoronto.ca/2025-aoda-report/>