

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

Presentation to the York Region Accessibility Advisory Committee



#### Today's presentation

Project overview

Demonstration

Next steps

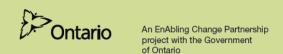
#### What more can we do?

 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?



- 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

