



JUNE 2018 ACCESSIBILITY STRATEGY ANNOUNCEMENT

The Government of Canada committed to develop a Strategy for the federal public service to **meet or exceed new accessibility obligations** under Bill C-81, the Accessible Canada Act: An Act to Ensure a Barrier-free Canada (*Accessible Canada Act*), and create the conditions for the public service to be a **model for accessibility** in Canada

Specifically, the **Accessible Canada Act** will require all federally-regulated organizations, including federal organizations, to:



PUBLISH AN ACCESSIBILITY PLAN
Developing plans to improve the accessibility of policies, programs, practices and services (updated once every three years)



ESTABLISH A FEEDBACK PROCESS
Receiving and responding to feedback about the: (1) implementation of the Accessibility Plan, and (2) accessibility of an organization’s operations



PUBLISH PROGRESS REPORTS
Describing progress on implementation of Accessibility Plan (prepared and published annually)

Although the Act will provide a legal framework, **regulations are required to operationalize** these requirements

JUNE 2019
ACT EXPECTED TO RECEIVE ROYAL ASSENT

2020-21
REGULATIONS APPROVED

2021-22
1ST ACCESSIBILITY PLAN PUBLISHED

2022-23
1ST PROGRESS REPORT PUBLISHED

The **purpose** of the **Accessibility Strategy** is to set the conditions for the public service to identify, prevent, and remove barriers to participation for persons with disabilities and prepare organizations for the implementation of the *Accessible Canada Act*

In order to **lead by example** and create a **model for accessibility** in Canada, the Government is proposing:



Guiding principle – Nothing without us:
Persons with disabilities are involved at all stages of design and implementation

NOTHING WITHOUT US

BECOMING THE MOST ACCESSIBLE AND INCLUSIVE PUBLIC SERVICE IN THE WORLD BY...

CREATING OPPORTUNITY

Improving recruitment, retention, and promotion of persons with disabilities

PROVIDING BARRIER FREE ACCESS

Enhancing the accessibility of the built environment

EQUIPPING ALL USERS

Making information and communications technology (ICT) usable by all

ENABLING ACCESSIBLE SERVICES

Equipping public servants to design and deliver accessible programs and services

DEVELOPING AWARENESS

Building an accessibility confident public service

Key government-wide actions **already underway**

Hire **5,000** new persons with disabilities and launch a new **internship program**

Launch an Accessibility **audit** of a portion of government buildings

\$13.7 million over 5 years to identify, remove and prevent **technological barriers**

Establish a **Centralized Enabling Workplace Fund** to facilitate workplace adjustments

Deputy heads are **accountable** to ensure that their organization contributes fully to the Strategy’s implementation
Proposed actions include but are not limited to

- ✓ Identify an Executive Lead to coordinate Strategy implementation
- ✓ Engage employees with disabilities
- ✓ Review HR policies and processes
- ✓ Establish targets for recruitment and promotion of persons with disabilities
- ✓ Improve accommodation processes

- ✓ Identify gaps in the built environment
- ✓ Review systems, software, websites and equipment to ensure that they are accessible
- ✓ Assess programs and ensure that new programs and policies are accessible

The OPSA, Central Agencies, and responsible organizations will **advance other Government-wide actions**
Proposed actions include but are not limited to

- ✓ Review representation of persons with disabilities within occupational groups to identify gaps
- ✓ Hold targeted recruitment processes and review development programs
- ✓ Embed accessibility into all training and tools
- ✓ Create an Accessibility Hub to provide departments with accessibility tools, techniques and best practices

- ✓ Update policies, directives, and guidance relative to the built environment
- ✓ Develop government-wide plan and governance to address accessibility in enterprise systems
- ✓ Develop and pilot an Employee Passport that streamlines the workplace accommodation process
- ✓ Integrate accessibility lens into TBS’s policy renewal efforts

Where we expect to be in 2021

Public service on course to meet 2025 **target of 7%** of its employees identifying as a person with a disability

Increased **promotion rates** and reduced **separation rates** of persons with disabilities

All **new builds or retrofits** are accessible & incorporate feedback of persons with disabilities

All major new **systems**, both internal and external, launched are accessible

Consultation and feedback, and transparent mechanisms to address client with disabilities **concerns** are in place

All departments will have the capacity to meet or exceed the requirements of the proposed Accessible Canada Act.

Fundamentally, the **Accessibility Strategy** aims to transform the culture of the public service from one that views accessibility as an obligation to accommodate to one that creates the conditions for everyone to contribute and succeed to their full potential