

Abstract

**17th Equality, Diversity, & Inclusion conference
May 27-28-29, Seville, Spain**

**Stream 13: Organizational Disability Inclusion
or
Stream 1: General Stream**

Title: Workplace Accessibility Planning and Reporting—A Roadmap for Change

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Objective: To develop and share state of the art guidance on workplace accessibility planning and reporting that will advance disability inclusion in organizations.

Methodology: In this project we synthesize evidence from peer reviewed and grey literatures, as well as field knowledge, to develop best-practice guidance for use in accessibility planning and reporting as it relates to inclusive employment.

Summary:

Accessibility barriers in organizations are a persistent problem for workers, clients, and the public. To address this issue, accessibility planning is an essential first step. It is the starting point of a journey that organizations must take to advance their ability to include persons with disabilities in their workforce. With the introduction of the Accessible Canada Act (ACA) in 2019 in Canada, federally regulated organizations must address seven priority areas in their accessibility planning and reporting on a periodic basis. This legislative mandate and its seven priority areas are a good starting point to developing more comprehensive best practice guidance on accessibility planning and report that could serve all organizations, regardless of where and in what sector they operate. In this project we gather and synthesize knowledge from peer-reviewed and grey literature, key informant interviews and existing resources related to accessibility planning and reporting to inform a continual improvement process that will be developed into a formal best practice standard for organizations in Canada and internationally.

Certain jurisdiction may have or are developing their own legislation regarding accessibility planning, including several provinces in Canada. Requirements can include consultation with experts and persons with disabilities, estimates of resource allocations, the assignment of responsibility, timelines for achieving outcomes, the public posting of plans, monitoring and reporting on progress, and reviews and updates of plans. Many requirements are broadly scoped with little guidance on how to go about the process. This is a critical obstacle to a successful planning process intended to improve an organization's accessibility. Evidence-informed and field-tested guidance that facilitates a robust planning and reporting process is urgently needed. Such plans must dovetail with all organizational activities, existing best practice guidance, and bring a disability lens to all facets of organizational activities.

Word Count: 291