

Accessible Organizations Project



we are all
connected



BRITISH
COLUMBIA

Talking Points

- Overview of the Accessible BC Regulation
- DABC's role in supporting Organizations
- Updates on Resources and Support
 - Overview of the Toolkit
- Next Steps for DABC and Organizations

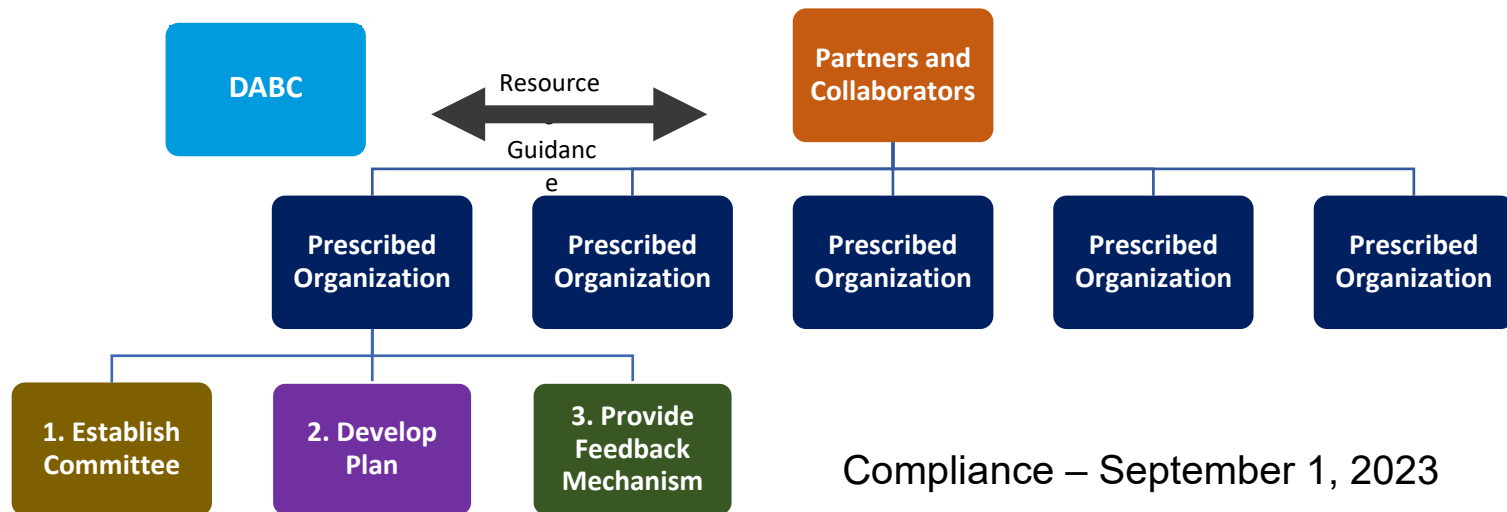
Overview of the Accessible B.C. Regulation

- The Accessible B.C. Regulation requires over 750 organizations in the public sector to comply with Part 3 of the *Accessible B.C. Act*
- Organizations must establish:
 - **An Accessibility Committee**
 - Half of the members must have a disability / represent a disability organization
 - At least one member must identify as Indigenous
 - **An Accessibility Plan***
 - **A tool to receive feedback on Accessibility***

- Inclusion
- Adaptability
- Diversity
- Collaboration
- Self-determination
- Universal design



Role of DABC



Updates on Resources and Support

- Development of shared resources:
 - BC Accessibility Hub Website
 - Subscribe to Updates
 - Tailored presentations and consultations
 - Establish a Committee Guide
 - Develop a Plan Guide
 - Templates



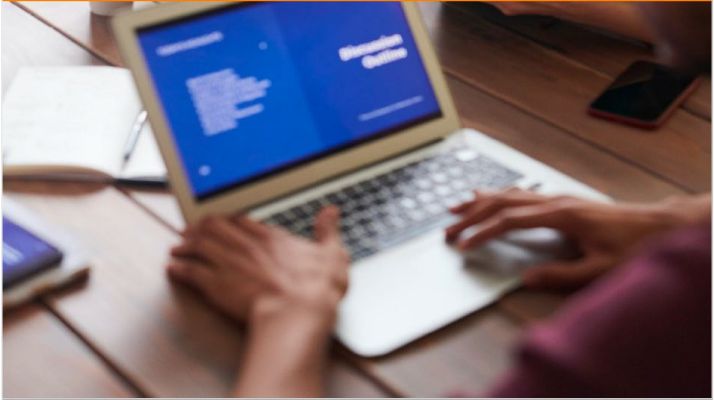
Helping to Build an Accessible and Inclusive British Columbia

Our mission is to assist organizations, disability groups, and individuals with disabilities working together to make BC more accessible and inclusive for citizens and visitors.

bcaccessibilityhub.ca



Creating an Accessibility Committee



Developing Your First Accessibility Plan

A Guide for BC Prescribed Organizations



Recommended Accessibility Plan Structure- Appendix 1

Appendix 1
**Accessibility Plan
Suggested Headings**

1. Introduction

- a. About the Organization
- b. Our Accessibility Story
- c. Message from Leadership
- d. Message from Accessibility Committee
- e. Acknowledgement of Key Contributors
- f. Territorial Acknowledgement
- g. Definitions

2. Optional: Executive Summary

3. Framework Guiding our Work

- a. Accessible BC Act – Principles
- b. Other Legislation
- c. Existing Policies
- d. Internal Values, Service Commitment or Vision Statement
- e. Our Approach

4. About our Committee

- a. Initial Focus of Committee
- b. Recruitment
- c. Committee Members and Background

5. Consultation Conducted

- a. Consultations to Date
- b. Who was consulted
- c. How consultation was conducted
- d. Key discussion themes

6. Feedback Mechanism

- a. Feedback Mechanism Development

7. Barriers Identified

- a. What We Found (internal review)
- b. What We Heard (community/committee feedback)
- c. Actions Taken

8. Our 3 Year Plan

Summary

- Priority #1
- Priority #2
- Priority #3

Detailed Plan (if needed)

Action	Details	Timeline

Monitoring and Evaluation

a. Monitoring

A monitoring report will be produced on an [annual] basis and be delivered at the [first accessibility committee meeting of the fiscal year].

b. Evaluating

The organization will conduct a review and evaluation of the accessibility plan every three years from adoption [2025]. This plan will be made public on our website within [timeline].

Conclusion

How to give us feedback

Appendices

- Appendix A: Glossary
- Appendix B: Committee members/ Organizations consulted
- Appendix C: Research
- Appendix D: Resources

Next Steps

- Regional and sector-level training workshops to operationalize the toolkit
- Funding disbursement: produce customized resources for sectors/regions – funding disbursement
- Funding disbursement: need for consultants to coordinate plans
- Continue to work with partners and collaborators before and after compliance deadline

What can Local Governments do to Prepare?

- Work with existing work groups/committees to re-purpose or create a new accessibility committee
- Identify individuals/teams that will coordinate this process
- Make a schedule to reach compliance by September 1, 2023
- For smaller local governments, consider partnering together
- Read through the entire toolkit and fill out the survey to tell DABC what customized support you need

Key Questions for Project Planning

- Who will coordinate or project manage your accessibility requirements? Who else needs to be involved?
- Who should you choose to lead the work?
- Who will need to be involved
- When to start
- Assess your starting point, what strengths can you work from?
- Assess any alignments with your mission, other priorities or similar experience



What Comes First – the Committee, the Plan or the Feedback Mechanism?

The legislation doesn't dictate the order of implementation of the accessibility plan, the committee or the feedback mechanism. Here are other considerations that may influence your approach:

- Do you have an existing structure that you can adapt, or are you starting all three deliverables from scratch? Any items that are going to be developed from scratch are likely to take longer and have a higher risk of taking more time than expected, so it's best to start them first.
- What level of involvement do you want from your committee? If they are expected to play a co-authoring role on the plan, you will need to develop the committee first. If the committee will only review a draft of a plan produced by staff, then getting started on the accessibility plan makes more sense.

More Tips

- Take an incremental approach
- Build relationships with people with disabilities and disability-serving organizations in your community
- Focus on priorities
- Set reasonable expectations
- Be honest about your engagement strategy
- Celebrate successes



Progress over Perfection

Our understanding of how to remove barriers to accessibility is evolving; new technology, better relationships with disability communities and understanding of the dynamics of disability.

For those who are new to accessibility, the wide range of actions that an organization can take may feel overwhelming. It can be tempting to stall in the face of so much opportunity to improve.

Meryl Evans, a Deaf activist and LinkedIn Top Voice for Accessibility Advocacy thought leader provides her advice on pushing ahead so that perfectionism doesn't derail your accessibility work in her [blog piece](#).

Helpful Links



[BC Accessibility Hub from DABC](#)

[Untapped Accessibility](#)

[BC Government FAQ for Organizations](#)

[BC Government's own Accessibility Plan](#)

[Accessible British Columbia Act](#)

[Accessible British Columbia Regulation](#)