



The Accessibility Act and Accessibility Planning

St. Francis Xavier University

November 2021





Agenda

6:00 PM: Part 1 - Introduction

6:15 PM: Part 2 – Discussion

- Information and Communication
- Goods and Services
- Teaching, Learning and Research
- Built Environment
- Transportation
- Employment

7:15 PM: Additional Feedback and Input

7:30 PM: Wrap Up





Remote ASL Interpretation and Remote CART Captioning Services are available during the session, and displayed on screen.

To access Remote CART Captioning on a personal device, please follow the URL link

<https://bit.ly/3HuOtCO>





Land Acknowledgement





Part 1: StFX Accessibility Plan





Accessibility in Nova Scotia

- Accessibility Act proclaimed in 2017.
- Accessibility Directorate responsible for implementation.
- Access by Design 2030: Achieving an Accessible Nova Scotia released in 2018.
- Official announcement December 3rd, 2019.
- Nova Scotia Post-Secondary Accessibility Framework released in 2020.





Nova Scotia Post-Secondary Accessibility Framework

- Identifies eight (8) areas of focus, including five (5) identified in the Nova Scotia Accessibility Act. The areas of focus are:
 1. Built Environment
 2. Goods and Services
 3. Information and Communication
 4. Transportation
 5. Employment
 6. Teaching, Learning and Research
 7. Awareness and Capacity Building
 8. Implementation, Monitoring and Evaluation





Accessibility Defined

- “Accessibility” is defined as “the prevention and removal of barriers (physical, attitudinal, technological, or system) to allow equitable participation for persons with disabilities or others who experience barriers to accessibility” *Nova Scotia Post-Secondary Accessibility Framework, 2020.*





StFX Accessibility Planning Process

Governance Structure

- A. StFX Accessibility Advisory Committee
 - 16 faculty, staff and student members
 - Guide the strategic planning process
 - Provides advice on identifying, preventing and eliminating barriers to accessibility

- B. StFX Student Accessibility Advisory Committee
 - Opportunity for students with disabilities to inform the Accessibility Plan
 - Ensures their voices and lived experiences are reflected throughout the process, policies, practices and services



StFX Accessibility Planning Process

Governance Structure

C. Accessibility Working Groups

- Responsible for day-to-day leadership for developing and implementing the Accessibility Plan, monitoring progress, assessing change management
- Membership include people with lived experience of disability and relevant campus service advisors

D. Resource Leads

- Individuals with subject-matter expertise to assist in the development and continuous improvement of the StFX Accessibility Plan.



Proposed Work Plan and Timeline

1. Process Development
2. Data Collection
3. Listening
4. Tactical
5. Drafting and Incorporating Community Feedback
6. Fine Tune and Finalization





Part 2: Discussion





Discussion Questions

1. What does an accessible campus mean to you?
2. What are some ways to remove accessibility barriers at StFX that could be done right away?
3. What accessibility improvements would you make to StFX in the long term that would have the greatest impact?





Information and Communication

Goal: Ensuring all people can receive, understand and share the information provided by StFX University.



Information and Communication

Questions for Discussion:

- What barriers to accessing information and communications have you identified and/or experienced at StFX?
- What actions, strategies or initiatives should StFX take to ensure communications policies, procedures and practices facilitate accessibility?



Goods and Services

Goal: Students, employees, and visitors with disabilities or others who experience barriers to accessibility have equitable access to goods and services provided by StFX University.





Goods and Services

Questions for Discussion:

- What barriers to accessing goods and services have you identified and/or experienced at StFX?
- What priorities and actions should StFX take to facilitate access to goods and services for people with disabilities or others who experience barriers to accessibility?





Teaching, Learning and Research

Goal: StFX University is a leader in inclusive and accessible teaching and learning, and research for all students.





Teaching, Learning and Research

Questions for Discussion:

- What barriers to teaching, learning and research have you identified and/or experienced at StFX?
- What priorities and actions should StFX take to increase inclusive and accessible teaching, learning and research practices?
- What priorities and actions should StFX take to expand opportunities to improve accessibility by building understanding and building capacity across the institution?



Built Environment & Transportation

Goal: Buildings and outdoor spaces on StFX University campus will provide meaningful access for intended users.

Goal: Transportation provided to employees and students is accessible.

Built Environment & Transportation

Questions for Discussion:

- What actions, strategies and initiatives can StFX take to reduce barriers to accessibility in the built environment?
- What priorities and actions should StFX take to increase accessibility of transportation for employees and students?



Employment

Goal: StFX University is an accessible and equitable employer, supporting the careers of employees with disabilities or others who experience barriers to accessibility, and ensures their employees reflect the diversity of Nova Scotians.



Employment

Questions for Discussion:

- What priorities and actions should StFX take to increase diversity, equity and accessibility for employees (recruitment, selection, transition, career growth, etc.)?
- What actions should StFX to ensure that employment policies and procedures provide inclusive, adaptable accommodations for employees with disabilities or others to experience barriers to accessibility?



Additional Feedback and Input

Do you have any other feedback that you would like to contribute towards the development of the StFX Accessibility Plan?





Continuing the Conversation

There will be additional sessions to consult with students, staff, and faculty in relation to all six focus areas.

If you are interested in providing your perspective and would rather provide feedback in a different way, please email AccessibilityPlan@stfx.ca or call 902-867-2381

