

BC Community of Practice  
Communities Ending Poverty  
May 16, 2023

# Gratitude & Acknowledgement

We begin this community of practice by acknowledging that we are meeting on Indigenous land. I am a settler, and I am grateful for the opportunity to meet and we thank all the generations of Indigenous peoples who have taken care of this land.

Recognition of the contributions and historic importance of Indigenous peoples must be clearly connected to our collective commitment to make the promise of Truth and Reconciliation real in our communities.

*Please use the chat box to introduce yourself, which lands you are calling in from, and what questions you are bringing to today's call.*



# Today's Call

## Agenda

- **Welcome and acknowledgment**
- **Introductions**
- **Accessible Organizations Project**
- **Q & A**
- **Upcoming Learning Opportunities**

# Introductions



**Dr. Mike Prescott**

**Project Manager  
Accessible Organizations Project  
Disability Alliance BC**

# Accessible Organizations Project



**dabc**  
disability alliance bc

we are all  
connected

# Agenda

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

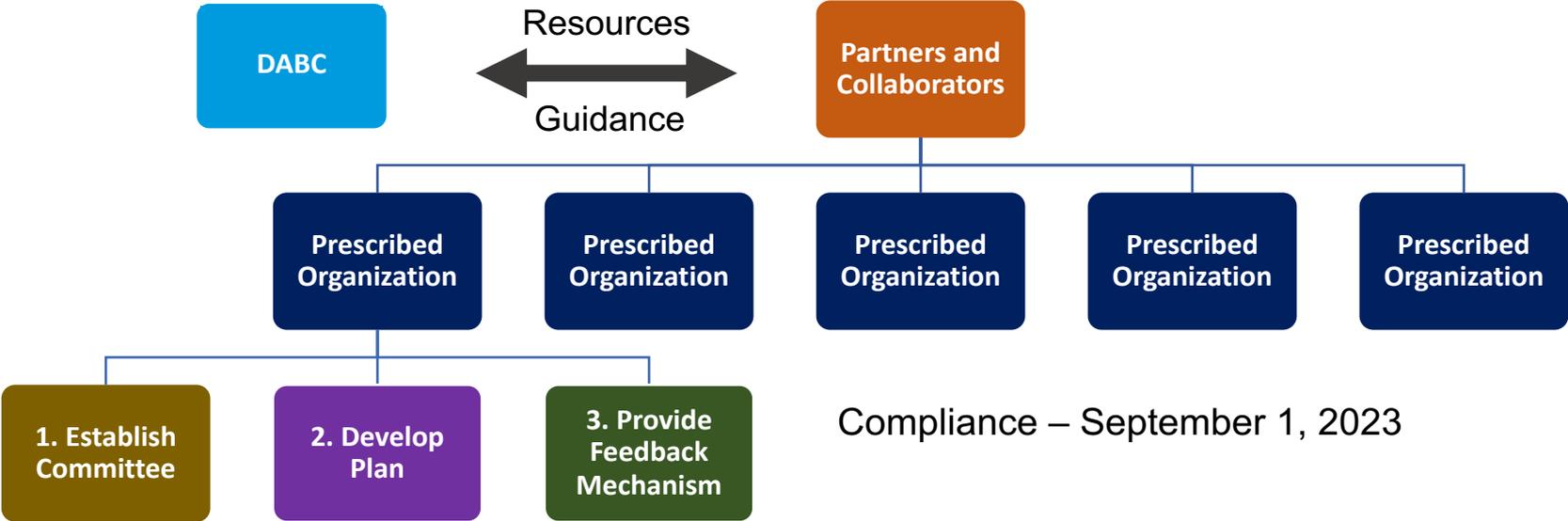
# Overview of ABA Regulations

- 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



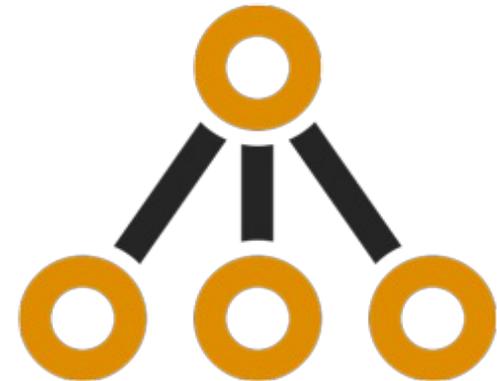
# Role of DABC



Compliance – September 1, 2023

# 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

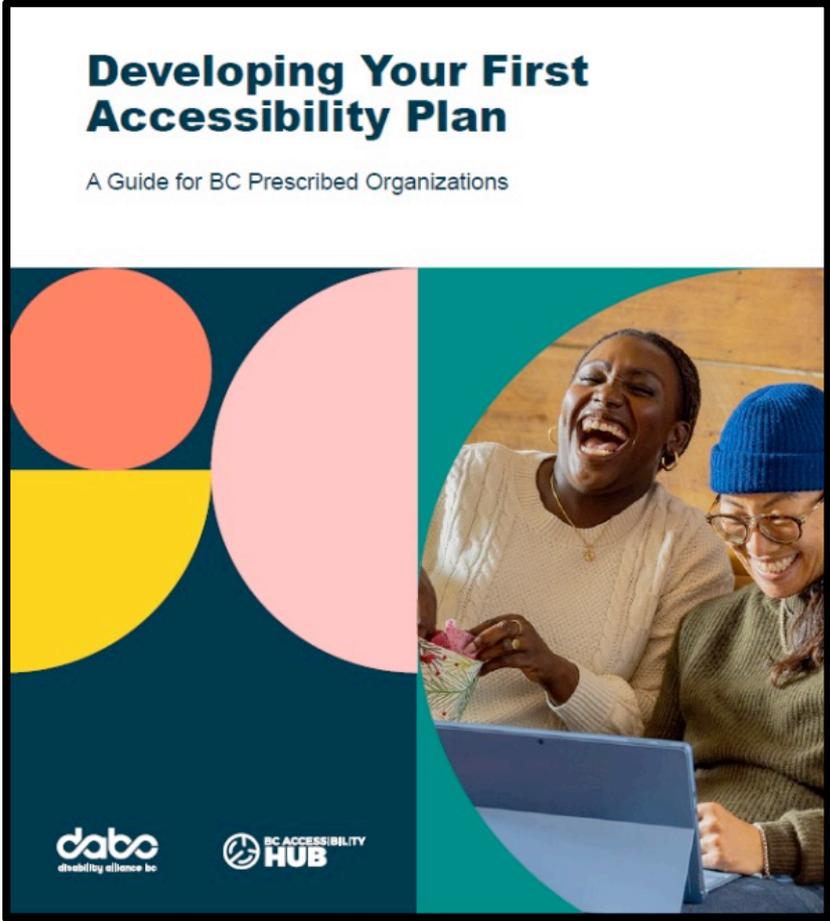




# Helping to Build an Accessible and Inclusive British Columbia

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.

# Toolkits



# Recommended Plan Structure

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].

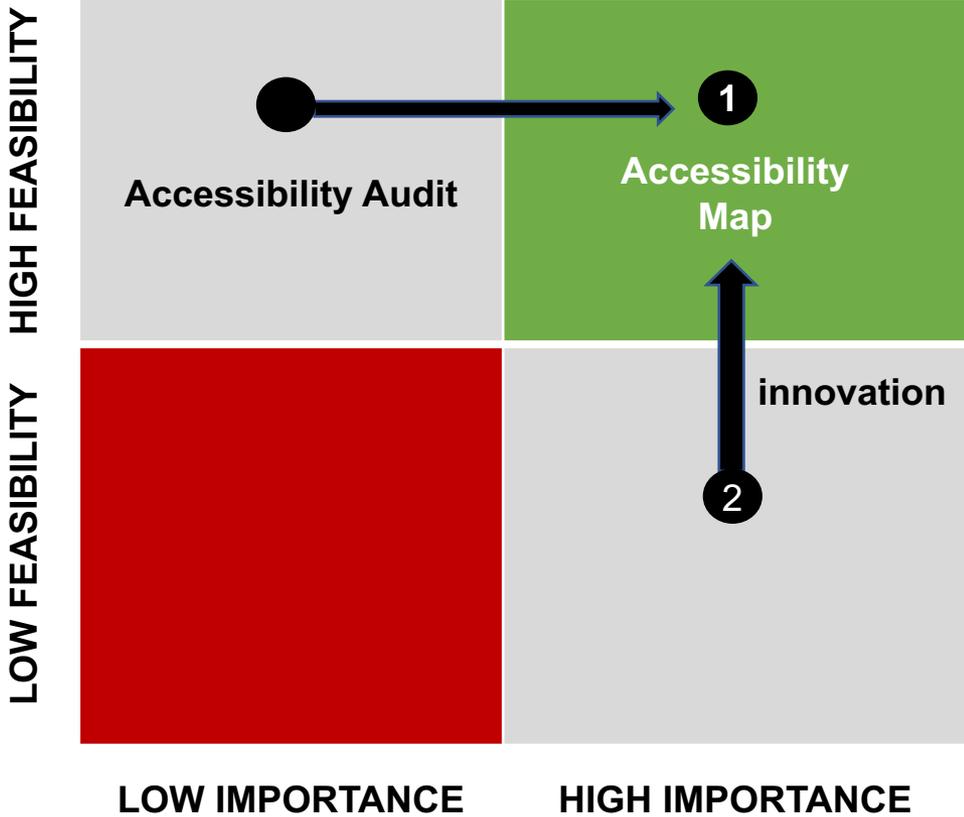
### Conclusion

#### How to give us feedback

### Appendices

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

# Prioritizing and Planning



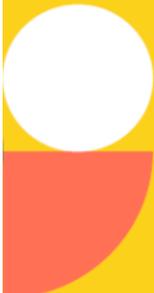
# Accessibility Readiness Continuum (ARC)

Where is your organization in its ability to co-design and implement an accessibility and inclusion plan?



# 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](#).

# The Big Challenges

- Focus on core competencies
- Strategic approach to accessibility and inclusion
- Meaningful engagement of people with disabilities at all stages
  - Hire people with disabilities
  - Build capacity of committees
- Sustaining momentum
- ...and much more to come

## 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

## Helpful Links



**BC ACCESSIBILITY  
HUB**

[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](#)

# Upcoming Learning Opportunities

[WEBINAR](#) Planning for Sustainable and Affordable Housing during the Climate Crisis

**TOMORROW MAY 17 10 am – 11 am PT**

[WEBINAR](#) Building Sustainable Collaborations – Stories of Building and Restructuring

**May 24 - 10:00 a.m. -11:00 a.m. PT**

Safe, adequate and affordable housing is not only essential to tackling the climate emergency, but a crucial requirement to ensuring a brighter future for people in Canada and abroad. With Betsy Agar, Paul Kershaw and Morag Carter.

In this webinar, we will reflect on the 10 sustainability factors and explore how people, resources, processes, and impact have contributed to building these unique stories of sustainability.

# Next Call

Notes and resources from this call will be sent out in a follow-up email.

**Next BC CoP:** July 18, 2023 – TBA

Send your ideas for topics and speakers to [jill@tamarackcommunity.ca](mailto:jill@tamarackcommunity.ca)

