Considerations for Carleton University's Coordinated Accessibility Strategy

As a community, Carleton is committed to continue to build a culture of accessibility. Carleton's commitment to creating an accessible campus can be traced back to the earliest years as an institution. The Carleton University Strategic Integrated Plan (SIP) 2013-2018 highlighted accessibility as one of Carleton's values. A key performance measure identified in the SIP is the creation of a Coordinated Accessibility Strategy. The development of this strategy will serve as a framework to guide Carleton's ongoing commitment toward a campus that is accessible and inclusive.

In order to create an outline and proposed next steps for the Coordinated Accessibility Strategy, the Office of the Vice-President (Students and Enrolment) (OVPSE) conducted preliminary individual interviews with campus representatives from academic and administrative units, student services, and student groups. The interviews resulted in the identification of seven broad themes.

- Education and training
- Research and development
- Student support services
- Employment and employee support
- Physical campus
- Information and communication
- Coordination and leadership

In this context, accessibility is understood broadly, including but not limited to academic accommodations, with the following definition adopted for the Coordinated Accessibility Strategy:

> "Accessibility is best defined as the provision of flexibility to accommodate each [individual's] needs and preferences;[1] when used with reference to persons with disabilities, any place, space, item or service, whether physical or virtual, that is easily approached, reached, entered, exited, interacted with, understood or otherwise used by persons of varying disabilities, is determined to be accessible."
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> **Source:** United Nations Department of Economic and Social Affairs Division for Social Policy and Development, *Accessibility and Development Mainstreaming disability in the post-2015 development agenda* (United Nations, 2013), available from *https://www.un.org/development/desa/dspd/2013/12/24/accessibility-and-development-mainstreaming-disability-in-the-post-2015-development-agenda/*

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[1] Leo Valdes, "Accessibility on the Internet", report to the United Nations (16 June 1998, updated 31 March 2004) available [online] at: http://www.un.org/esa/socdev/enable/disacc00.htm, cited in report of the Secretary General, "Implementation of the world programme of action concerning disabled persons", (United Nations document A/54/388/Add.1).

Proposed next steps will include gathering ongoing feedback and continuing consultation with key stakeholders and members of the community in order to develop and finalize the broad themes and to move towards completion of Carleton's Coordinated Accessibility Strategy.

In order to do this in the most collaborative way possible, the Steering Committee has proposed the following work plan. We are seeking feedback on the work plan, the timelines, and the process from the campus community. Provide your feedback here: https://carleton.ca/read/accessibility-strategy, or by emailing AccessibilityStrategy@carleton.ca.

Phase	Action	Responsible	Timeline
Process Consultation	Post work plan for input and public consultation about timelines, process, and strategy of the plan	OVPSE	Mid-Late October 2018
	Feedback on consultation process can be given in meetings, via e-mail (AccessibilityStrategy@carleton.ca) or online through: https://carleton.ca/read/accessibility-strategy	OVPSE	October 2018
Listening	Provide proposed Coordinated Accessibility Strategy areas of focus (as noted in memo) to the campus community and open an online feedback form about these areas, as well as general comments, for those who wish to participate digitally	Message from the Vice-Presidents to the community Supported by OVPSE	Early November 2018
	Reach out to key internal and external stakeholder groups including labour unions, student governments and student groups to receive feedback	Coordinated Accessibility Strategy Working Group	November-December 2018
	Host multiple feedback sessions for students, faculty (including contract instructors, sessional lecturers, teaching assistants, etc.) and staff (including academic and administrative staff). Each session will have the opportunity to provide feedback for the Coordinated Accessibility Strategy.	Office of Quality Initiatives to facilitate OVPSE to Coordinate sessions and collect feedback	November-December 2018

	Additional sessions will be made available upon request for any key stakeholder groups including labour unions, student governments and student groups. Requests can be submitted to AccessibilityStrategy@carleton.ca		
Tactical	Compile feedback from each event, as well as digital feedback, and sort through responses (Included for strategy/Actionable but not for strategy/Not applicable)	Coordinated Accessibility Strategy Working Group	November - December 2018
Drafting	Release draft of the strategy to community for digital feedback	Coordinated Accessibility Strategy Steering Committee	Mid-January-February 2019
	Presentation to various Faculty Boards and Senate	Coordinated Accessibility Strategy Working Group	Mid-January – February 2019
	Host multiple feedback sessions for students, faculty (including contract instructors, sessional lecturers, teaching assistants, etc.) and staff (including academic and administrative staff). Additional sessions will be made available upon request for any key stakeholder groups including labour unions, student governments and student groups. Requests can be submitted to AccessibilityStrategy@carleton.ca	Office of Quality Initiatives to facilitate OVPSE to Coordinate sessions and collect feedback	Mid-January-February 2019
Fine-tuning	Review and include applicable feedback	Coordinated Accessibility Strategy Working Group	March 2019
Finalization	Release final draft of Coordinated Accessibility Strategy	Coordinated Accessibility Strategy Steering Committee	April, 2019

	Release final Coordinated Accessibility Strategy	Coordinated Accessibility Strategy Steering Committee	April 2019