

# EnAbling Nonprofits Ontario

Working Together to Embrace and Lead Accessibility

## What Is Accessibility?

Giving people of all abilities the opportunity to participate in everyday life.

Deafness or hearing loss



Intellectual or developmental disabilities



Physical disabilities



Mental health disabilities



Learning disabilities



Vision loss\*



\*The list of disabilities is not a complete, inclusive list. Please see the full definition from the Ontario Human Rights Code: <http://www.ohrc.on.ca/en/policy-and-guidelines-disability-and-duty-accommodate/2-what-disability>

## Nonprofits Are Positioned to Lead Accessibility in Our Communities



Engage with persons of all abilities



Understand equity, fairness, and diversity



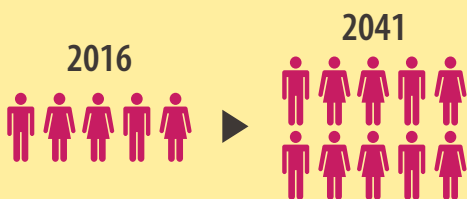
Advocate for inclusion in communities

## Why Is Accessibility Important?

**1.65 million**  
people in Ontario have a disability



### Changing Demographics



The number of seniors aged 65 and over is projected to more than double by 2041<sup>1</sup>

### Economic Benefits



**\$25 Billion**

Value of consumer spending base represented by persons with disabilities in Canada<sup>3</sup>

### Employer Benefits

Employers report performance rating of average or above average for



**90%** of employees with disabilities<sup>3</sup>

**86%** of employees with disabilities

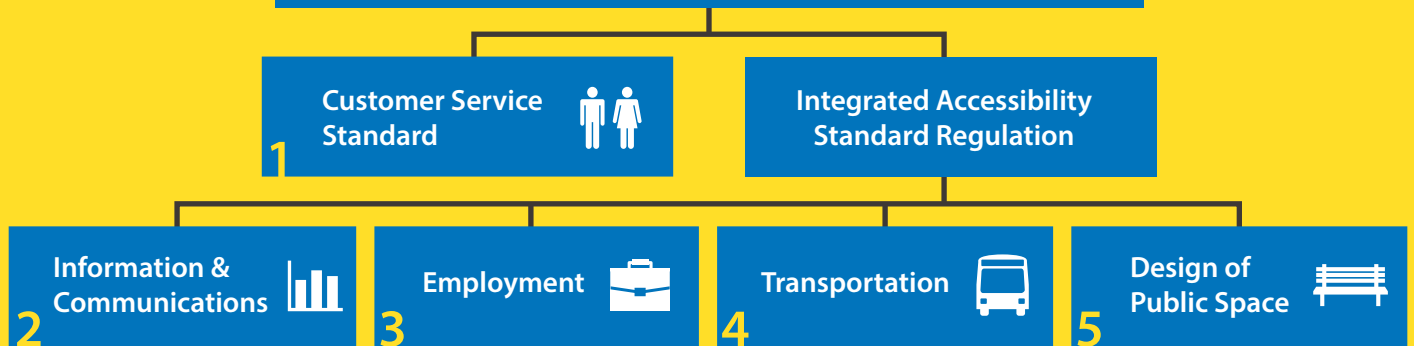


have average or above average attendance records<sup>3</sup>

# What You Need to Know in the Accessibility for Ontarians With Disabilities Act (AODA)

All organizations with 1 or more employees in Ontario need to comply.

There are different requirements\*\* and five AODA standards.



\*\*based on your organization size

## Get Your Organization and Community on Board With Accessibility!



### Understand

- Understand your requirements under the AODA
- Collect resources
- Read success stories for other nonprofits



### Engage

- Create accessibility plans and policies for your organization
- Allow opportunities for feedback and accommodations
- Recruit people of all abilities, and nurture talent!
- Implement ongoing evaluation and training with staff, volunteers, board members and other volunteers



### Advocate

- Share accessibility information with your networks
- Share your own success stories and accessibility practices
- Create and support integrated networks, rich in diversity

## Inclusion Is an Attitude

Nonprofits, let's go beyond the legislation and ensure that the way we work together with our communities is inclusive, equitable, and fair.



Challenge assumptions



Resolve physical and informational barriers



Listen and accommodate individual needs

## Where Do You Go for Accessibility Information?



Created for ONN's EnAbling Nonprofits Ontario Project, 2015-2016, [theonn.ca](http://theonn.ca)



To understand your accessibility requirements, please go to [Ontario.ca/accessibility](http://Ontario.ca/accessibility)

Ontario Nonprofit Network, 2 St. Clair Avenue East, Suite 300, Toronto, ON, M4T 2T5, [info@theonn.ca](mailto:info@theonn.ca), 461-642-5786

### Statistical References:

1. "Ontario Population Projections: Fall 2014 based on the 2011 Census" Government of Ontario. [www.fin.gov.on.ca/en/economy/demographics/projections](http://www.fin.gov.on.ca/en/economy/demographics/projections)
2. "Business Benefits of Accessible Workplaces." Conference Board of Canada. 2014. Statistic from Royal Bank of Canada study via McCallum and Holt, "Outlook for People with Disabilities." [http://joininfo.ca/sites/joininfo.ca/files/6264\\_accessibleworkplaces\\_br\\_av.pdf](http://joininfo.ca/sites/joininfo.ca/files/6264_accessibleworkplaces_br_av.pdf)
3. These statistics are pulled from a DuPont survey of employees between 1973 and 1991. You can see Dupont's report at <http://on.cme-mec.ca/download.php?file=h6z1z1ea.pdf>, page 8. We originally found the statistics through "Myths about Hiring People with Disabilities" from Brock University. <http://www.brocku.ca/career-services/bridge-to-success/employers/myths>