The following is a text-based description of the EnAbling Nonprofits Ontario Infographic, Accessibility for Nonprofits

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

This list of disabilities is not a complete, inclusive list. Please see the full definition from the Ontario Human Rights Code by visiting the following link: <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. This statistic is from “Ontario Population Projections: Fall 2014 based on the 2011 Census” Government of Ontario. Available at the following link: [www.fin.gov.on.ca/en/economy/demographics/projections](file:///C%3A%5CUsers%5CTara%20Mazurk%5CDownloads%5Cwww.fin.gov.on.ca%5Cen%5Ceconomy%5Cdemographics%5Cprojections)
* Economic benefits
	+ In Canada, persons with disabilities represent a consumer-spending base of 25 billion dollars. This statistic is from “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.” The report is available at the following link: [http://joininfo.ca/sites/joininfo.ca/files/6264\_accessibleworkplaces\_br\_av.pdf](http://joininfo.ca/sites/joininfo.ca/files/6264_accessibleworkplaces_br_av.pdf%20)
* Employer benefits
	+ Employers report performance rating of average or above average for 90% of employees with disabilities.
	+ 86% of employees with disabilities have average or above average attendance records.
	+ These statistics are pulled from a DuPont survey of employees between 1973 and 1991. You can see Dupont's report at the following link: <http://on.cme-mec.ca/download.php?file=h6z1z1ea.pdf>. We originally found the statistics through “Myths about Hiring People with Disabilities" from Brock University at the following link: <http://www.brocku.ca/career-services/bridge-to-success/employers/myths>

## 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 based on your organization size.
* There are five AODA standards
	+ Customer Service Standard
	+ Integrated Accessibility Standard Regulation which includes the following:
		- Communications and Information
		- Employment
		- Transportation
		- Design of Public Spaces

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

Understand

* Understand your requirements under the AODA
* Collect resources
* Read success stories from 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 within 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?

The Ontario Nonprofit Network created this infographic for ONN’s EnAbling Nonprofits Ontario Project, 2015-2106, please visit <http://www.onn.ca> or you can visit our office at 2 St. Clair Avenue East, Suite 300, Toronto, ON, M4T 2T5. Email us at mailto:info@theonn.ca, or phone by calling 461-642-5786

Visit the Government of Ontario to understand your accessibility requirements. Please visit [Ontario.ca/accessibility](file:///C%3A%5CUsers%5CTara%20Mazurk%5CDownloads%5COntario.ca%5Caccessibility)