

## Inclusion by Design

# *The Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*

Ontario Regulation 191/11 (Integrated  
Accessibility Standards)



# What is Accessibility?

Giving people of all abilities opportunities to participate fully in everyday life.



# How do we remove accessibility barriers?

- Accessibility is different things for different people
- Standard sets minimum requirements
- Communication is key for solutions to accessibility barriers
- Solutions should follow the principles of accessibility

## Key principles:

- ✓ independence
- ✓ dignity
- ✓ integration
- ✓ equality of opportunity

# The business **NEED**, an aging population

- Accessibility features in products and services improve the experience for all users, including people with disabilities and a growing population of **older adults**
- The 2017 Canadian Survey on Disability data indicated that 23% of Ontarians between the ages of 45 to 64 years have a disability. The average age of onset by disability type was:
  - 53 years flexibility, dexterity, or mobility
  - 47 years hearing
  - 45 years pain-related
  - 44 years memory
  - 35 years Vision
- The OPS employs approx. 60,000 - The **Workforce Analytics Q1 2022-2023 Quarterly Report** states **67% of OPS employees** are between the ages of **40-64**

[1 Age of Disability: From Onset to Limitation \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/82-625-x/2018001/article/00001-eng.htm)

# Why is Accessibility important?

Helps employers keep talent in the workplace longer

Helps employers access a larger pool of talent and customers

Makes workplaces safer and more welcoming for everybody



# O.Reg 191/11 The Integrated Accessibility Standards

There are 5 accessibility standards in place:

- Customer Service
- Information and Communication
- Transportation
- Employment
- Design of Public Spaces

General requirements

# General Requirements

Requirements that cut across all standards:

Policies

Multi-year accessibility plans

Training

Procurement

Kiosks

# New Standards Under Development

## Health Care and Education Standard Recommendations

- Three standards development committees were established to develop proposed standards for health care, K-12 education and postsecondary education sectors.
- The committees submitted their final reports to the Minister for Seniors and Accessibility in 2022. [Read the final recommendations.](#) The recommendations are currently under consideration by the ministry.
- The *K-12 Education Standards Development Committee, Planning for Emergencies and Safety Working Group* also developed a report about the challenges and barriers during COVID-19 for students with disabilities.



# Municipal Accessibility Advisory Committees

Help ensure people with disabilities have a platform for public engagement

- Municipalities of over 10,000 people are required to create Municipal Accessibility Advisory Committees
- The majority of the committee members must be people with disabilities
- The committee reports to municipal council, advising them on:
  - Accessibility plans
  - New municipal buildings and renovations
  - Site plans



# Who must comply?

2023 is an accessibility compliance reporting year

This year, all [public sector organizations](#) and businesses and non-profits with 20 or more employees are legally required to report on their compliance with the [AODA](#).

Learn about more accessibility reporting and get a head start by visiting [ontario.ca/accessibilityreport](https://ontario.ca/accessibilityreport).

You can [contact us](#) if you need help.

# Questions?

@ONAccessibility

We're here to help!



[ontario.ca/accessibility](http://ontario.ca/accessibility)



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