

Accessibility plan

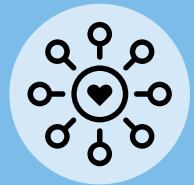


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Goal 1: Meaningful connections

Foster meaningful connections with the disability community by utilizing accessible engagement strategies to understand and address the complex needs of all community members.



- Engage the disability community
- Foster connections with the disability community
- Partner with disability-serving organizations
- Expand staff capacity to support disabled community members
- Gather input from people with disabilities on our gathering spaces
- Explore frequently accessed supports from the disability community

Goal 2: Spaces and services

Ensure that all library spaces and services are inclusive, accessible, and provide equitable access for all community members.



- Focus on equitable access to library materials for all ages
- Ensure new messaging in programs and services is delivered in an accessible way
- Screen all external materials and resources for accessibility
- Include accessibility features when communicating about programs and services
- Get input from staff with disabilities on our programs
- Include accessibility considerations for new program criteria

Goal 3: Amplify representation

Amplify disability representation, including intersectional perspectives, throughout library spaces, services, and programs.



- Reflect, engage, and uplift people with disabilities
- Cultivate an organizational culture that prioritizes accessibility
- Showcase Indigenous authors with disabilities
- Showcase the lived experiences of staff with disabilities
- Ensure equitable access to work and volunteer experiences

Goal 4: Embed accessibility

Embed accessibility into the library's governance structures, operations, and workplace culture, fostering proactive capacity building and a clear focus on accessibility and disability inclusion.



- Train trustees on accessibility
- Create a process for documenting and reviewing the accessibility of board meetings
- Ask board members about the accessibility of their experience
- Include lived experience of disability in the Library Board Skills Matrix
- Assess the accessibility of the trustee recruitment process
- Embed accessibility into our policy and decision-making framework
- Train leaders in accessibility
- Create a coaching and accountability process for leaders that considers accessibility
- Include disability-specific dates in our special dates calendar
- Train staff in disability inclusive language
- Train staff on anti-ableism
- Ensure staff with disabilities have equitable access to development opportunities
- Create an event planning process that considers accessibility
- Ensure staff always have the option to disclose disability
- Communicate the accessibility features of our recruitment, hiring, and accommodations processes
- Remain up to date on best practices for accessible recruitment and hiring
- Include questions on disability disclosure and barriers in our employee survey
- Create a sensory-friendly space for staff
- Collect staff feedback on the accessibility of our HR practices
- Add questions about barriers to our exit interviews
- Embed principles of accessibility into our framework for operational processes, procedures, and decision-making
- Develop a security/incident response plan that considers accessibility
- Ensure we communicate progress updates back to the disability community

We want to hear from you! Email us at accessibility-feedback@nvcl.ca.