



# 9<sup>th</sup> Annual Accessibility Workshop Agenda OPENING DOORS AND MINDS



October 27, 2011  
St. Nicholas Macedonian Church Hall,  
5225 Howard Avenue, LaSalle, Ontario N9A 6Z6

This Accessibility Workshop is presented by the **Essex County Accessibility Advisory Committee**.

Special thanks to the **Windsor Accessibility Advisory Committee** and the **St. Nicholas Macedonian Eastern Orthodox Church Hall** for their contributions

8:30 am to 9:00 am : Registration and Refreshments

## Opening Remarks – Hall A

9:00 am to 9:10 am : Linda Saxon, Chair, Essex County Accessibility Advisory Committee

## KEYNOTE SPEAKERS (Hall A)

**Alf Spencer: Director of the Outreach and Compliance Branch,  
Accessibility Directorate of Ontario**

### TOWARD AN ACCESSIBLE ONTARIO

9:10 am to 10:00 am : About 1.85 million people in Ontario have a disability. Over the next 20 years as the population ages, the number will rise to one in five Ontarians. The Accessibility for Ontarians with Disabilities Act was passed in June 2005, with the goal of making Ontario more accessible by 2025. Come find out what an accessible Ontario means to organizations, businesses and all Ontarians and receive an update on the newest standards under the Act.

10:00 am to 10:15 am : **Break**

**Kathie Snow: author, public speaker, trainer, consultant, wife and  
mother**

### INCLUSIVE COMMUNITIES – Ensuring all are Welcome (via video conference)

10:15 am to 11:15 am

Every person in our society is *born* included; what does it take to ensure all continue to be included? Common sense, proactive strategies can generate positive and powerful changes. Isn't it time for all children and adults with disabilities to be fully participating members of their communities?

11:15 am to 11:30 am : **Break**

## Morning Concurrent Workshops

(Attend a session in either Hall A or Hall B)

Concurrent Session 1.1 – Location: Hall A, Macedonian Hall

### **TRANSLATING THE NEW INTEGRATED ACCESSIBILITY STANDARDS INTO ACTION!**

11:30 am to 12:30 pm

How can you and your organization implement the accessibility regulations successfully? The Integrated Accessibility Standards - Information and Communication, Employment and Transportation were enacted on July 1, 2011. This session will translate the legislation into practical applications, outline how to begin with key steps towards compliance and share resources, innovative best practices and real life solutions. From delivering alternative formats to accommodating employees with disabilities - this session offers a positive approach to meeting and exceeding the requirements

**SPEAKER:** Christine Karcza, Consultant, People Access

Concurrent Session 1.2 – Location: Hall B, Macedonian Hall

### **H.O.P.E. WORKS - (Hiring Opportunities for Productive Employment)**

11:30 am to 12:30 pm

People who have disabilities are an untapped labour pool of dedicated and reliable individuals in your community. They work hard, perform well on the job and have excellent attendance ratings. The employment rate for persons who have disabilities, however, still exceeds 50%. A number of employment initiatives have been developed and implemented within our region for persons with disabilities. Participants will leave this session with an information package outlining the current goals of the Windsor Essex Employment Group (WEEG) and the Local Employment Accessibility Partners (LEAP) as well as an understanding of the employment services available in the Windsor and Essex County area.

**SPEAKER:** Karen Boal, Vocational Coordinator and Tanya Emmett, Employment Services Worker, Association for Persons with Physical Disabilities of Windsor and Essex

12:30 pm to 1:30 pm

**Lunch – Location: Hall A**  
**Information Fair – Location: Hall A**

## Afternoon Concurrent Workshops

(Attend a session in either Hall A or Hall B)

1:30 pm to 2:30 pm	<p>Concurrent Session 2.1 – Location: Hall A, Macedonian Hall</p> <p><b>DISABILITY AND THE DUTY TO ACCOMMODATE UNDER THE ONTARIO HUMAN RIGHTS CODE (Part 1)</b></p> <p>The Ontario <i>Human Rights Code</i> (the “<i>Code</i>”) provides for equal rights and opportunities, and freedom from discrimination. The <i>Code</i> recognizes the dignity and worth of every person in Ontario and applies to the areas of employment, housing, facilities and services, contracts, and membership in unions, trade or professional associations. In the workplace, employees with disabilities are entitled to the same opportunities and benefits as people without disabilities. In some circumstances, employees with disabilities may require special arrangements or “accommodations” to enable them to fulfill their job duties. Customers, clients and tenants with disabilities also have the right to equal treatment and equal access to facilities and services. Ensuring persons with disabilities have equal opportunity and access will help to avoid human rights complaints.</p> <p>In this session, you will learn about your rights and duty under the Ontario Human Rights Code to accommodate persons with disabilities.</p> <p><b>SPEAKER:</b> Dr. Shaheen Azmi, Acting Director of Policy, Education, Monitoring and Outreach Branch</p>
1:30 pm to 2:30 pm	<p>Concurrent Session 2.2 – Location: Hall B, Macedonian Hall</p> <p><b>MORE THAN JUST A HOME</b></p> <p>People who have an intellectual disability want to enjoy a home that meets their needs, safely, within the community, with the supports they need in place. Community Living’s supported living model provides the supports and services necessary so each person can develop their capacity to live, learn, work and participate in everyday living in their own community. Even though bricks and mortar is not their area of expertise, the critical need for appropriate housing challenged them to step out of their comfort zone. Inspired by the people they support and the barriers they face, this presentation is about much more than just a home.</p> <p><b>SPEAKERS:</b> Nancy Wallace-Gero, Executive Director, Community Living Essex County and Melodie Cook, Operations Director, Community Living Windsor</p>
2:30 pm to 2:45 pm	<p><b>Break</b></p>

<p>2:45 pm to 3:45 pm</p>	<p>Concurrent Session 2.1 (continued) – Location: Hall A, Macedonian Hall</p> <p><b>DISABILITY AND THE DUTY TO ACCOMMODATE UNDER THE ONTARIO HUMAN RIGHTS CODE (Part 2)</b></p> <p>This session is a continuation of Concurrent Session 2.1.</p> <p><b>SPEAKER:</b> Dr. Shaheen Azmi, Acting Director of Policy, Education, Monitoring and Outreach Branch</p>
<p>2:45 pm to 3:45 pm</p>	<p>Concurrent Session 3.2 – Location: Hall B, Macedonian Hall</p> <p><b>MAKING MEDIA ACCESSIBLE TO ALL CANADIANS</b></p> <p>Accessible Media Inc. (AMI) is a not-for-profit multimedia organization serving the needs of Canadians within a target audience of those who are blind, with low vision, print-restricted, deaf or hearing-impaired, learning disabled, mobility impaired, in need of literacy skills or learning English as a second language. AMI provides multimedia inclusion through the operation of two unique digital broadcast services, VoicePrint and The Accessible Channel – TACTv, and their companion website, ami.ca. VoicePrint, the world's largest broadcast reading service, can be accessed through cable, satellite and the internet to more than 10 million Canadian homes. Daily, more than 600 volunteers read and record full text spoken-word versions of current articles from leading newspapers and magazines, making local, regional, national and international news and information accessible. TACTv is a national digital television network broadcasting popular movies and TV shows into more than eight million Canadian homes as part of the basic digital offering.</p> <p>In embracing AMI's unique and world-leading stature as a first of its kind television network, AMI is a new model organization that creates, advocates, collaborates and enables accessibility to all media. The core value proposition is to be a new model for cause-driven organizations that is inclusive, collaborative, and continually striving to improve and engage others; a new model for an inclusive social movement. Through this work, the organization is also working to establish industry accessibility standards, including those for descriptive video.</p> <p><b>SPEAKER:</b> Robert Pearson, Director of Accessible Digital Media, Accessible Media Inc.</p>