

## **Accessibility Policies and Multi-Year Accessibility Plan 2019-2020 Annual Status Report**

As an Agency of the Government of Ontario, The McMichael Canadian Art Collection is committed to being an inclusive and engaging cultural attraction for all. We understand the importance of ensuring accessibility for our employees, volunteers, and the visitors we serve and we are committed to ensuring our services are delivered in alignment with our vision and the principles of the Integrated Accessibility Standards Regulation of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA-IASR).

The McMichael is compliant with the legislated standards under the AODA-IASR required by 2019. These activities include:

- Written accessibility policies and a statement of commitment communicated on our website
- A Multi-Year Accessibility Plan for 2014-2021 posted on our website
- Training for existing and new staff and all volunteers on the AODA-IASR and the Human Rights Code as it pertains to persons with disabilities
- A process to receive and respond to feedback on how services are provided to persons with disabilities and ensuring that feedback processes are accessible to persons with disabilities, upon request
- Ensuring that accommodation is available throughout the recruitment process and communicating the accommodations to staff and applicants
- Ensure that employees and volunteers are aware of the employment accommodation policies including a process for developing individualized employment accommodation plans
- Procedures regarding the use of service animals on the premises
- Written exhibition information is between 3-6 feet reading height and is accessed for contracts, legibility, and text size in alignment with internal accessible design considerations

In furthering our commitment to accessibility, we also undertook and are in the process of enhancing the following activities:

- An internal Diversity, Equity, Accessibility, Inclusion (DEAI) committee has been created. The committee meets quarterly to review current practices, compliance updates, and recommendations for improvement.

- In keeping with our Multi Year Accessibility plan, the following is still underway:
  - A site map of the grounds with accessible features is still to be established as part of the broader McMichael Landscape Management plan
  - The AODA Task Force will be established, as part of the internal DEAI committee, that will audit the barriers to Accessibility