A note from the IDEAA team

Defining Accessibility
Universal design

Accessible Design is *Better Design*
Inclusivity benefits all of us

The History of Accessibility
(Optional)

The Past, Present and Future of Accessibility
Learn more about the Disability Rights Movement in North America

Ableism in the Workplace
(Required)

The Impact of Ableism
Dismantling ableism in the workplace setting
A note from the IDEAA team

Dear reader,

We want to welcome you to Workbook #4: Accessibility.

In this workbook you will be introduced to specialized IDEAA curriculum that aims to enhance IDEAA-competency, and increase your knowledge of accessibility and ableism in the workplace.

Learning objectives include:
- Become comfortable with IDEAA terminology such as accessibility and universal design.

We began this series to instill confidence in members of #TeamUHN in all areas of IDEAA, and to produce the next generation of inclusive leaders in healthcare.

We encourage you to complete this workbook at your own pace within a period of 0-6 months to give yourself the time you need to fully digest the material and explore this new and exciting curriculum.

In solidarity,

Jacquie & Zainab
Office of IDEAA
Defining Accessibility

A space is considered **accessible** when it is designed with the needs of people with disabilities in mind. An accessible space dismantles barriers to entry and participation.

**Universal design** is the practice of shaping spaces, learnings and activities to include as many people as possible by honouring their accessibility needs.

Universal design requires intentional and collaborative planning alongside members of the community to fully understand their needs.
Learn more about universal design in this Ted Talk

“When we design for disability first, we stumble upon solutions that are better than when we design for the norm.”

One of the many benefits of universal design is the ability to design better. Taking everyone’s needs into consideration produces smarter, more agile ideas that are better not only for people with disabilities, but everyone.
In the previous Ted Talk, we learn that universal design facilitates the development of products that are better for all people. Describe one example of a product that is universally designed -- either one that already exists, or one you came up with yourself.

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Our accessibility needs dictate many aspects of our life: where we can enter, the degree of education we receive, the kind of care we will be given and the quality of life we will live.

People with disabilities struggle with the inherent inaccessibility of our society and face many barriers to accessing spaces, resources and experiences that are human rights.

To learn more about the disability rights movement in North America, watch this Ted Talk.
Discrimination, ableism and structural exclusion as a result of inaccessibility in the workplace leads to exclusion of people with disabilities from the workplace.

Organizations must focus internal and external resources on intentionally hiring people of all abilities and prepare the working environment to accommodate their needs.

For more information on combatting ableism in the workplace and discriminatory hiring practices, watch this TedTalk.
How can we enhance the hiring/recruitment of people with disabilities? What changes can we make to increase the recruitment and retention of people with disabilities?