

# Accessibility Services

Consulting and Training



AccessAbility  
Advantage



## AccessAbility Advantage

is leading the effort to help realize an inclusive society.

AccessAbility Advantage is a program of March of Dimes Canada. Through a range of programs and services, AccessAbility Advantage delivers accessible and universally designed solutions for where we work, live, and play.

### Clients Include

- The Daniels Corporation
- Rogers Centre / Toronto Blue Jays
- Ryerson Student Centre
- Threshold Homes and Supports
- Hootsuite
- ReForest London
- StopGap Foundation
- Forest City Gallery

## Services



### Accessibility Consulting and Workplace Audits



AccessAbility Advantage supports your organization and helps you meet your goals to identify and remove barriers to accessibility and inclusion in the workplace.

Our accessibility specialists perform information, communication, and website audits related to current accessibility standards and regulations. Built environment, facility, and design audits are also available for small businesses and residences.

Working together with your Human Resources and Management teams, we can review your organization's current hiring and employment practices and make recommendations to ensure accessible policies and procedures are in place. We can help your team learn how to plan and conduct accessible meetings and events.

#### Accessibility Consulting

Based on an organization's needs, our team can:

- review marketing and advertising material to ensure that language is accessible and inclusive;
- review internal and external communication - such as website content, newsletters, forms, templates, employee orientation material - to make recommendations for accessible formats and content; and
- work with event planners to ensure that all aspects of an event are as inclusive as possible, from the announcement and invitations to the facility washroom access.

#### Workplace Audits

AccessAbility Advantage provides workplace audits to identify barriers to accessibility. Our team can:

- work with your staff to review your organization's practices;
- make recommendations to help ensure compliance with current standards and regulations, including Accessibility for Ontarians with Disabilities Act (AODA) legislation, Web Content Accessibility Guidelines (WCAG) 2.0 standards and more; and
- work with your organization to improve your policies, procedures, documentation, and facilities to ensure a more inclusive workplace.

## Small Business and Residential Design Services +

AccessAbility Advantage provides expertise in identifying, removing, and preventing barriers during development or redesign of residential and small business facilities. Using universal design principles, our consultants review existing building sites or design drawings. We provide recommendations to help ensure that your built environment is accessible and inclusive.

### Building Assessments

Our design consultants and built environment accessibility auditors will identify barriers to accessibility and offer solutions to remove and prevent barriers.

### Design Drawing Review

Prior to construction or renovation, our design consultants will review your construction drawings and offer suggestions for improvement. Our recommendations will assist you in meeting or exceeding accessibility legislation requirements.

### Customized Concept Design

Our design consultants can provide residential and small business concept drawings to ensure facility space is maximized for accessibility. Concept drawings can be used in a feasibility review for funding proposals, for obtaining estimates, or as a starting point for architectural drawings.

### Design Resource Packages

Our Design Resource Packages include generic designs, layouts, checklists, product information, and hints and tips relating to design of common areas. These packages include general elements to be considered when planning accessible entrances, bathrooms, kitchens, and floor level changes.



## Information and Communication

AccessAbility Advantage understands the importance of accessible information. We incorporate plain, inclusive language in all communication.

Our team can review your policies, procedures, and documentation and make recommendations to ensure compliance with the Accessibility for Ontarians with Disabilities Act (AODA) and Web Content Accessibility Guidelines (WCAG).

We can support your organization in developing accessible and inclusive marketing material, internal and external communication, website content, and more.

### Policies and Procedures

Our team provides reviewing, editing, and writing services to ensure your accessibility documentation is complete and up-to-date. Document types include:

- Accessibility policies and procedures
- Multi-year accessibility plans
- Accessible employment policies
- Accessible forms and templates
- Emergency and safety information

### Accessible Document Conversion

We provide document conversion of all types of written materials for persons with disabilities using assistive technology.





## Training and Workshops



AccessAbility Advantage develops and delivers informative, interactive, and enjoyable accessibility training sessions and workshops for organizations of all sizes. We recognize the importance of customizing training format, content, and examples to ensure information is easy to understand and relevant to each client.

Our team shares our experience and passion for inclusion to create meaningful experiences for workshop participants. By using a variety of training and communication methods, we ensure that all attendees benefit from the information shared and are able to apply lessons learned for lasting results.

## AODA and Accessibility Training

AccessAbility Advantage understands the importance of having trained and motivated staff to assist your organization in its goals. We deliver accessibility training and workshops to customer service staff, management, employees, and volunteers of small and large organizations.

Training sessions and workshops include:

- AODA Customer Service and IASR (Integrated Accessibility Standards Regulation) training
- Creating an Inclusive Workplace
- Accessible Writing and Inclusive Language
- Universal Design Concepts
- Train-the-Trainer workshops

We can provide in-person training, remote online training, and e-training options.



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