CAN/ASC 1.1 – Employment

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Premise 1

- A worker interacts with their work environment holistically, as opposed to with their job tasks specifically
  - Physical space
  - Digital space
  - Human space
  - Policy, practice space

- Accessibility integrated throughout the work environment

Premise 2

- A worker interacts with an organization over time, from the beginning of the job application process, through recruitment, hiring and onboarding, promotion, redeployment, career advancement/development, and performance management, right until job exit.

- Organizations are obligated to ensure accessibility throughout the time of a worker's engagement, not just at the very beginning.

Axioms

- Lived experience with disability is not monolithic – everyone experiences (systemic) barriers in different (personal) ways

- The experiences of workers with disabilities who **come to work with their lived experience** are qualitatively different than those workers who **come into their lived experience at work**.

- Accessible and inclusive organizations need successfully implemented accessibility (and anti-ableism) policies and practices

- Successful implementation of an "inclusive and accessible employment system" (i.e., policy framework) **mitigates, but does not fully remove**, the need for accessibility supports in the workplace

The Employment Standard as a Culture Change Tool

Today	Tomorrow
Medical Model	Social Model
Focus on disability	Focus on removing barriers
Emphasis on the person	Emphasis on the environment
Identification of barriers that individuals experience	Identification of systemic barriers
(Proactively) Responsive Approaches	Proactive Approaches
Duty to Accommodate	Accessible by Design workplaces, where Duty to Accommodate is one tool to "go beyond"

Changing the Ways We Think About Work

- Today: Accommodations at Work

- The short-term future: Accessibility by Design

- The medium- and long-term future: Anti-ableism in the Workplace

Changing Language, Changing Culture

- Disability ➔ Barrier
- Accommodation ➔ Accessibility Support (accommodation)
- Available on request ➔ always available (or "available on demand")

Tension

- Existing legislation and human rights codes – and existing provincial employment standards – are explicitly or implicitly built on the medical model of disability, the need for disability disclosure and documentation, and the duty to accommodate framework

- The *Accessible Canada Act* and its associated standards are predicated on the social model of disability

Requirements Clauses

- 10. Structural support, policy and leadership (systems, policies and practices)

- 11. Culture, engagement and education

- 12. Recruitment, hiring and onboarding

- 13. Retention and career development

- 14. Development and maintenance of an accessibility support (accommodation) system

Clause 10. Structural support, policy and leadership (systems, policies and practices)

- Overview

- Development, implementation and monitoring of an employment accessibility strategy

- Key components of a successful employment accessibility strategy

- Roles and responsibilities

  - Roles and responsibilities of senior management

  - Roles and responsibilities of managers, supervisors and internal experts

  - The role of an organization in a unionized workplace

  - Worker role

Clause 10. Structural support, policy and leadership (systems, policies and practices) - Continued

- Organizational policies
  - Policy development
  - Policy domains
  - Accessibility policy

- Access to information
  - Accessibility of communications

- Information technology
  - Human Resource Information System

Clause 11: Culture, engagement and education

- Overview

- Workplace culture
    - Comprehensive communication strategies and efforts
    - Worker-centred actions

- Leadership and communication
    - A commitment to inclusion and training from all levels of leadership
    - Accountability

Clause 11: Culture, engagement and education – Continued

- Worker engagement
  - Needs assessments
  - Employment accessibility strategy
  - Championing inclusion
- Training and education
  - Leadership training
  - Organizational training

Clause 12: Recruitment, hiring and onboarding

- Overview

- Recruitment

  - Commitment statement

  - Candidate recruitment process

  - Applicant Tracking Systems and Artificial Intelligence

  - Job postings

  - Job application process

Clause 12: Recruitment, hiring and onboarding – Continued

- Interviews and assessment process
  - Interview panels
  - Interview questions

- Hiring

- Onboarding

- Ongoing employment support

Clause 13: Retention and Career Development

- Overview

- Retention

- Promotion and career development

  - Redeployment

  - Redeployment policy

- Performance management

- Compensation

- Job exit

Clause 14: Development and Maintenance of an Accessibility Support System

- Overview

- Principles

- Components of comprehensive Accessibility Support System
  - Policies
    - Policy development
    - Policy requirements
  - Disclosure and accessibility supports (accommodations) provision
  - Benefits and other supports
    - Programs
    - Implementation of the accessibility support system

Informative Annexes

- 15. Background and context
- 16. Lived experience with disability
- 17. Intersectional accessibility lens
- 18. Anti-ableism policies
- 19. Standalone accessibility policies and accessibility elements integrated into existing policies

Discussion & Fireside Chat

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