

# Accessibility Plan



CEDAR CREST SOCIETY FOR COMMUNITY LIVING

2025-2027

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## Introduction

Cedar Crest Society for Community Living (CCSCL) is committed to fostering an inclusive environment where all individuals, regardless of ability, can fully participate in our programs, services, and community life. This Accessibility Action Plan outlines our approach to identifying, removing, and preventing barriers to accessibility for individuals with disabilities and children who require additional support.



## How we got here...

In 2019, we began with a focus on developing a Baseline Accessibility Report. We wanted to understand what CCSCL was doing to ensure accessibility for people with disabilities, and where improvements were needed to ensure access barriers were removed and avoided. We gathered information through internal and external reviews of accessibility.

In 2021, the BC Government enacted the Accessible British Columbia Act, which mandates that accessibility be a priority across the province, encouraging public sector organizations to remove barriers for people with disabilities and foster a culture of inclusion.

At Cedar Crest Society for Community Living (CCSCL), we are committed to being an accessible organization. To achieve this, we must ensure that individuals can easily access information, visit our facilities, and collaborate with our staff.

As required by the Act, public sector bodies like CCSCL must develop a multi-year accessibility plan. Over the past few years, we have gathered input from staff, individuals, and families to identify barriers and determine the steps needed to enhance accessibility and improve interactions with CCSCL.

Accessibility goes beyond a written plan; it is a mindset that is essential to our vision of building communities of belonging and fostering meaningful connections. Ongoing learning is crucial to identifying, removing, and preventing barriers. We are dedicated to learning alongside the people and communities we serve, as well as with our partners and employees.

The Cedar Crest Society for Community Living Accessibility Plan 2024-2027 was developed through collaboration with these groups, whose insights have guided us in outlining actions and timelines to achieve meaningful results.

In creating this plan, we were guided by the principles outlined in the Accessible BC Act: inclusion, adaptability, diversity, collaboration, self-determination, and universal design.

## Areas for Action

### Physical Accessibility:

- Conduct accessibility audits of all CCSC facilities.
- Implement necessary upgrades to ensure buildings meet accessibility standards.
- Regularly maintain accessible features and perform ongoing reviews.

### Program Accessibility:

- Review and adapt all programs and services to ensure they are inclusive.

### Communication Accessibility:

- Provide all communication materials in accessible formats (e.g., large print, braille, digital formats).
- Train staff on accessible communication techniques and implement assistive technology solutions.

### Staff Training and Awareness:

- Deliver comprehensive accessibility training to all staff.
- Include accessibility awareness in new employee orientation and provide specialized training for staff working directly with individuals with disabilities.

### Community Engagement:

- Establish an Accessibility Committee



- Conduct regular consultations to identify accessibility needs and involve the community in the planning process.

### Monitoring and Evaluation:

- Track progress through a monitoring system and conduct annual reviews of the plan to ensure continuous improvement.

This plan reflects CCSCL’s dedication to fostering a community of belonging and connection, where accessibility is not just a requirement but a fundamental mindset guiding our work. Feedback from the community will be essential in refining and improving our efforts over time.

## Accountability and Reporting

To successfully implement the Cedar Crest Society for Community Living (CCSCL) Accessibility Plan, we will establish mechanisms to track progress, report outcomes, and ensure transparency throughout the plan's duration.

### Leadership and Responsibility

- **Board of Directors:** The Board of Directors holds ultimate responsibility for overseeing the execution of the Accessibility Plan. The Board will regularly review progress reports and provide strategic guidance to ensure that the plan aligns with CCSCL’s mission and values.
- **Accessibility Coordinator:** A designated Accessibility Coordinator will be appointed to lead the implementation of the plan. This individual will be responsible for coordinating efforts across departments, monitoring progress, addressing challenges, and ensuring that actions are completed on time.
- **Department Heads:** Each department head will be accountable for implementing accessibility initiatives within their respective areas. They will collaborate with the Accessibility Coordinator to ensure consistency and adherence to the plan’s goals.

### Monitoring and Evaluation

- **Progress Tracking:** The Accessibility Coordinator will maintain a detailed tracking system to monitor the completion of actions and milestones outlined in the plan. This system will include key performance indicators (KPIs) that measure the effectiveness of implemented strategies.
- **Regular Audits:** Accessibility audits will be conducted annually to assess the physical, programmatic, and communication barriers within CCSCL. The findings from these audits will inform adjustments and updates to the action plan.

- **Stakeholder Feedback:** CCSCL will actively seek feedback from individuals with disabilities, families, staff, and community members through surveys, focus groups, and the Accessibility Advisory Committee. This feedback will be critical in identifying new barriers and evaluating the effectiveness of current initiatives.

## Reporting

- **Quarterly Reports:** The Accessibility Coordinator will prepare quarterly reports detailing the progress made in each area of the action plan. These reports will be submitted to the Board of Directors and shared with staff to ensure ongoing accountability.
- **Annual Reports:** An annual report will be prepared at the end of each year, summarizing the achievements, challenges, and lessons learned over the past year. This report will include a review of KPIs, audit results, and stakeholder feedback.
- **Public Reporting:** To maintain transparency, CCSCL will publish an annual summary of the Accessibility Action Plan's progress on its website. This summary will highlight key accomplishments, areas for improvement, and upcoming actions, and will invite community feedback.

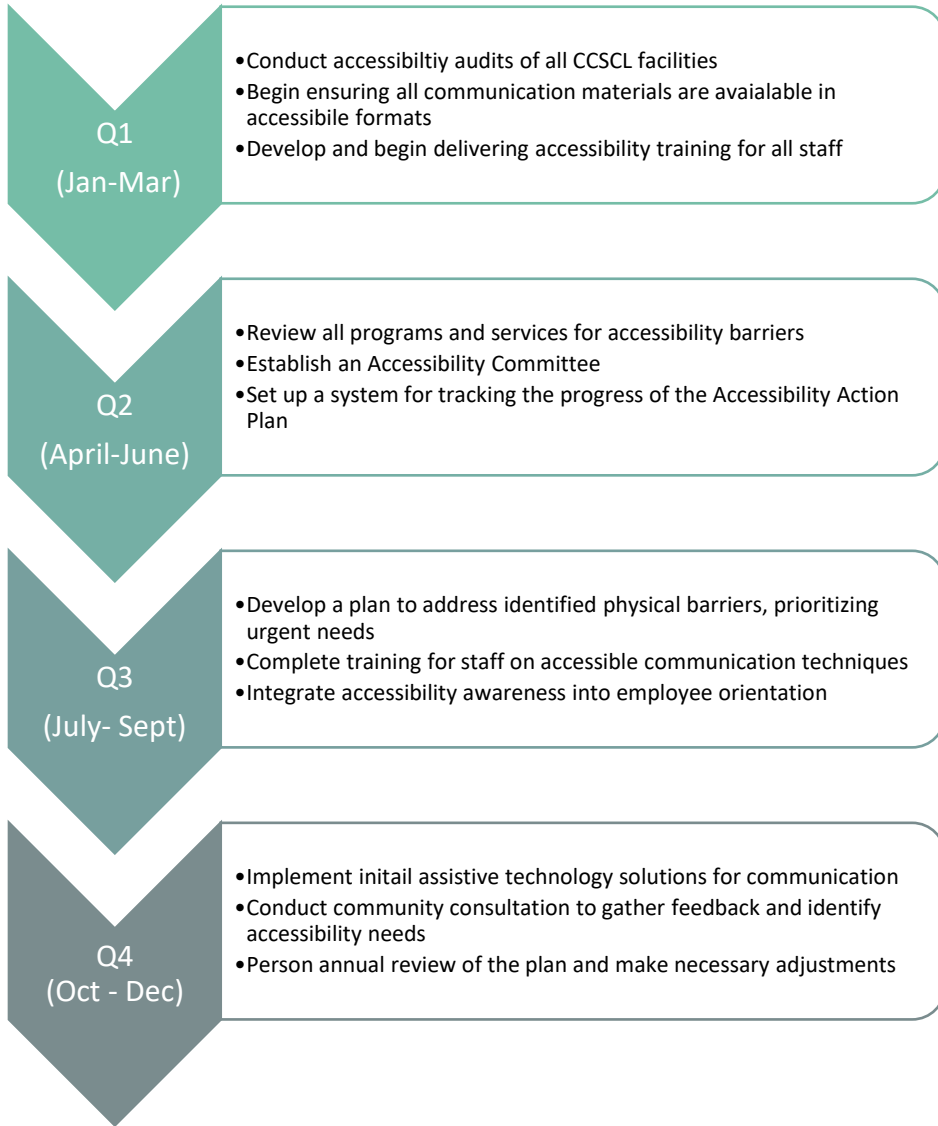
## Continuous Improvement

- **Annual Review:** The Accessibility Action Plan will undergo a comprehensive review at the end of each year. This review will involve the Board of Directors, Accessibility Coordinator, department heads, and the Accessibility Advisory Committee. Based on the findings, the plan will be updated to address emerging needs, refine strategies, and set new priorities.
- **Feedback Mechanism:** CCSCL will maintain an open feedback mechanism on its website, allowing staff, individuals, families, and community members to provide ongoing input on accessibility-related issues. This input will be reviewed regularly and used to make timely adjustments to the plan.

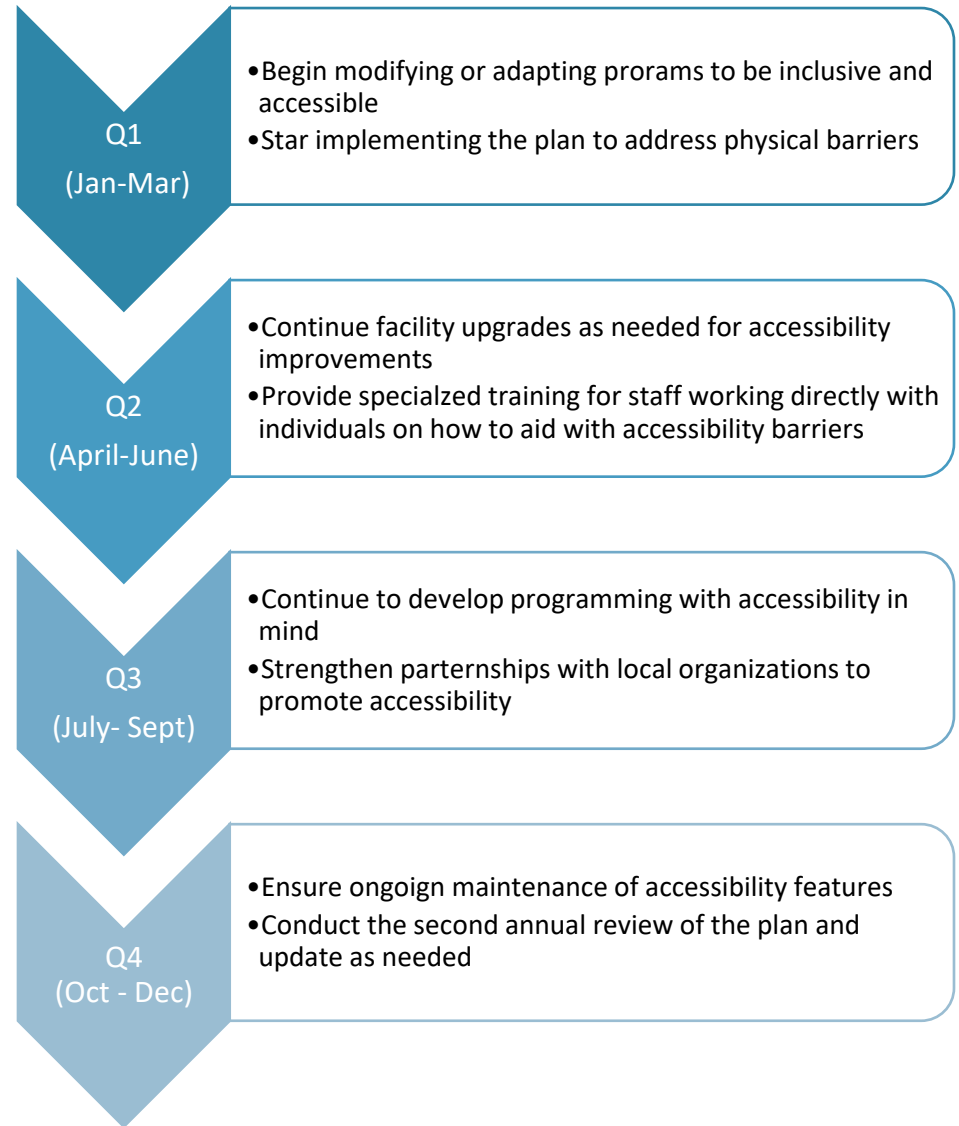
## Reporting to the Community

- **Community Engagement:** CCSCL is committed to engaging with the community throughout the implementation of the Accessibility Action Plan. Public meetings, newsletters, and social media updates will be used to keep the community informed of progress and to invite ongoing participation in the accessibility journey.

## Year One -2025 Action Plan



## Year Two – 2026 Action Plan



## Year 3 2027 – Action Plan

