Goal 1: To conduct a comprehensive accessibility assessment of NVIT facilities, identifying barriers and opportunities for improvement to ensure that all individuals have equal access to opportunities within the post-secondary systems.

Activities/Actions	Expected Outcomes	Resources Required
• Full assessment of the Burnaby and Merritt campuses, including the housing campus on the Merritt campus facilities identifying accessibility changes required for ensuring access to all components of NVIT Buildings	• We will have a comprehensive report outlining facilities changes required to meet Accessibility legislation requirements	• Funding for anassessment for Merritt • Funding is required to complete an assessment of the Burnaby campus

Status: To be completed by December 2023

Goal 2: To develop and implement a comprehensive accessibility training plan that empowers staff, facukty and learners with the knowledge and skills to create an inclusive and accessible learning environment

Activities/Actions	Expected Outcomes	Resources Required

• Provide training and capacity building on Accessibility, accommodations, Universal Design learning, and how to support people living with disabilities as a learner and/or employee.
• Training initiatives will be targeted for specific groups including staff, faculty, and specific departments.
• Develop strategies to inform faculty and staff who are reluctant to embrace the accessibility legislation
	• NVIT will offer workshops and training to build the capacity for staff and faculty to best support our learners. The training initiatives will include, but not be limited to:
	  ○ Overview of the Accessibility Legislation (Provincial & Federal); how do we implement.
	  ○ Universal Design Learning in the Classroom
	  ○ Universal Design Learning for the Institution
	  ○ Supporting Learners with Disabilities through a culturally safe and inclusive lens
	  ○ Others
		• Funding to hire workshop facilitators.
		• Identify internal expertise within NVIT employees who can assist in the training and facilitation of accessibility workshops

Status: On-Going

Goal 3: To conduct a thorough review of NVIT's institutional policies and processes, aligning them with relevant Legislation and integrating Indigenous knowledge to foster inclusive and equitable access for all

Activities/Actions	Expected Outcomes	Resources Required

• Create an Accessibility Institutional Policy Sub-committee to review all policies and processes for addressing Accessibility needs and gaps for learners and employees.
• The development of the communications plan, development of the checklists
	• NVIT will have updated policies and processes that meet accommodation and accessibility needs for all learners and staff, including:
	  ○ Human Resources (Collective Agreement)
	  ○ IT, staff, and student support.
	  ○ Board of Governance
	  ○ Institutional Policies, including but not limited to Human Resources, the collective agreement, IT, Board of Governance, Academic, individual conduct).
	  ○ NVIT will have updated policies and processes that meet and exceed the Accessibility Legislation that are built upon Indigenous knowledge and ways of knowing, being and doing to support people with disabilities.
		• Funding to hire a consultant to update all policies to ensure they are meeting accessibility legislation requirements.
		• Time allocated by staff to participate in the sub-committee.
		• Funding to provide stipends for student's involvement

Status: Begin Fall 2023 and On-Going

Goal 4: Create a comprehensive communications plan tailored to the NVIT community to raise awareness, provide guidance, and foster a culture of inclusivity and accessibility for all

Activities/Actions	Expected Outcomes	Resources Required
• Collaborate with the Marketing, Communication and Events Team to ensure accessibility and accommodation needs are being met for all marketing, communications, and events. • Create an Accessibility Checklist that will provide minimum standards for all events, communications, and marketing templates. • Develop Accessibility checklist with the Academic Team for all field trips, practicums, labs, and community delivery models.	• NVIT will have a communication plan that provides definitions and ways for marketing and communications that uses inclusive language for all. • NVIT will implement accessibility standards that will provide direction for all meetings and events to ensure all can participate actively. • NVIT will have minimum standards for support learners and staff to participate actively in academic programming.	Time for staff to participate in sub-committees to develop the communications plan, accessibility checklists, etc

Status: Begin Fall 2023 and On-Going

Goal 5: To design, implement, and manage an online feedback tool that enables NVIT community members to provide feedback, suggestions, and insight on enhancing campus accessibility

Activities/Actions	Expected Outcomes	Resources Required
• Create a sub-committee to develop an online feedback questionnaire. • Collaborate with Marketing to develop online feedback tool. • Add it to the NVIT website for easy access and include a paper copy ability that can be handed in anonymously	• NVIT will have an anonymous online and paper feedback tool to accept feedback on meeting accessibility needs for our learners and staff.	• Time for staff to participate in sub-committee. • Funding for stipends for student participation

Status: Begin Fall 2023; Complete by January 2024