

OCAD recognizes that diversity contributes to the richness of art and design. As a university of imagination, OCAD will proactively engage with all aspects of diversity including accessibility for persons with disabilities. A barrier-free community is built by incorporating the principles of universal and inclusive design and promoting access for all.

equity connections
diversity community senses
open culture barriers creativity
accessible
communication

ONTARIO
COLLEGE
OF ART &
DESIGN

For information on the Accessibility for Ontarians with Disabilities Act

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Ministry of Community and Social Services
Toll-free: 1.866.515.2025
TTY 416.325.3408 or 1.800.268.7095 (toll-free)
Fax 416.315.3407
www.AccessON.ca/compliance

Christine Higdon Design Inc.

**My disability is not my weakness;
it is my depth.**

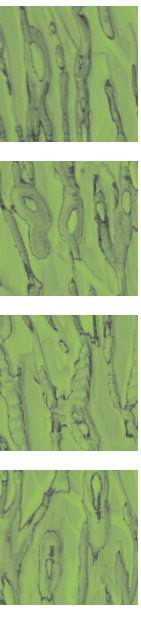
Diversity and Equity at OCAD

OCAD strives to be an inclusive community by incorporating the Accessibility for Ontarians with Disabilities Act guiding principles of respect, dignity, equal opportunity, and independence in our policies, practices, and procedures.

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) is legislation that mandates how organizations, including OCAD, provide services to people with disabilities. The Act addresses accessibility in five different areas: customer service, information and communications, transportation, the built environment, and employment.

AODA Standards for Customer Service mandates that OCAD establish policies, practices, and procedures for the delivery of goods and services to people with disabilities. These include training for all OCAD employees in

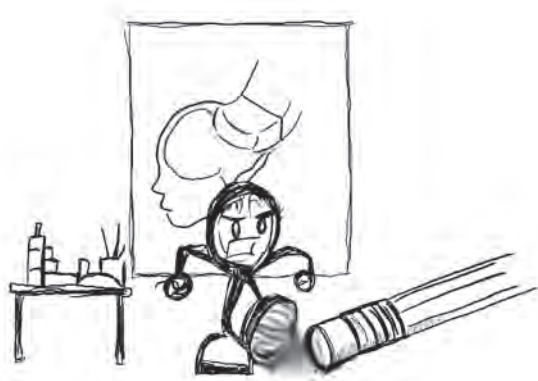
- ◆ ways to engage with people with disabilities, including those who are accompanied by a support person and/or a service animal
- ◆ ways to engage with people who use assistive technology
- ◆ how to use assistive technology in our teaching and work spaces that help provide goods and services
- ◆ what to do if our delivery of goods and services is creating barriers for a person with disabilities
- ◆ how to provide information in accessible formats
- ◆ developing accessible feedback mechanisms for people with disabilities to report back on how OCAD is performing
- ◆ how OCAD will take action on feedback it receives



The responsibility for ensuring that OCAD's values of diversity, equity, and inclusion live and breathe, rest within the scope of each person's role in the university.

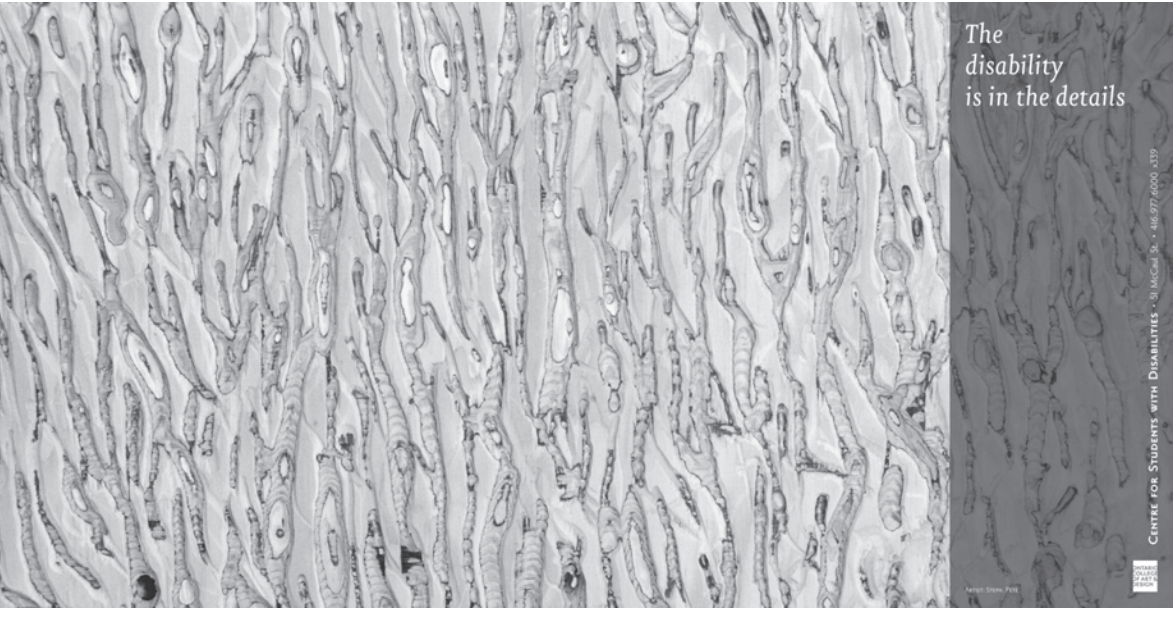
Jane Ngobia, Director of Diversity & Equity Initiatives

Jennifer Hardy, OCAD Alumni



There are many layers to diversity. I wouldn't want to deny myself the right to grow, to respond, to build upon my strengths, or to interact with my environment. My disability is not my weakness; it is my depth.

Stephanie Pete
OCAD student, Faculty of Art



Stephanie Pete

accessibility = freedom from barriers caused by attitudes, architecture, information, communication, technology, systems...