

# Information and Communication Accessibility Plan

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# Accessibility Plan (2024)

## ACCESSIBLE INFORMATION AND COMMUNICATION STANDARD REGULATION

**NAME OF ORGANIZATION:** River East Transcona School Division (RETSD)

The *Accessible Information and Communication Standard Regulation* is the third regulation under The *Accessibility for Manitobans Act*. The purpose of the regulated accessibility standard is to remove and prevent barriers that exist digitally, in print, or through interactions with technology or people.

The standard outlines what organizations must do, and by when, to provide information and communicate in a way that is accessible to all Manitobans. Like other regulated accessibility standards, the goal of this standard is to promote greater independence and inclusion for people with disabilities through the identification, prevention, and removal of information and communication barriers.

### BASELINE REPORT

#### Overview of Programs and Services

The River East Transcona School Division serves students in the communities of the Northeast Winnipeg, Transcona, East St. Paul, and St. Clements. With a population of approximately 18,276 students, our 42 schools offer a wide variety of accessible programming and activities.

RETSD exists to educate students to be inspired, skilled, responsible citizens.

The division has been, and will continue to be forward-looking, innovative, and service-oriented, offering superior, comprehensive programming to meet the emerging needs of our students and community. To fulfil our purpose and in our journey toward our vision, RETSD is committed to provide relevant, progressive educational programming and supportive services in a safe, stimulating learning environment.

#### Accessibility Achievements

RETSD has as one of its priorities the enhancement of climate, culture, and inclusivity. Our division is proud to acknowledge that all of schools are fully accessible. All division buildings have an accessible parking space with automatic door access off bus loops. All our buildings have accessible washrooms with many schools having designated grooming rooms. All school websites have a tab that explains accessibility options for that school. A mobile ramp is available for use by all schools as needed. American Sign Language (ASL) interpreters are contracted as required.

#### Barriers to Accessibility

RETSD's largest barrier is accessible curricular materials.

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## ACCESSIBILITY PLAN

### A. Statement of Commitment

River East Transcona School Division is committed to moving toward equal access and participation for people with disabilities. We are committed to treating people with disabilities in ways that allow them to maintain their dignity and independence. We believe in inclusion. We are committed to meeting the needs of people who face accessibility barriers. We will do this by identifying, removing, and preventing barriers and by creating the requirements of the *Accessibility Standard for Information and Communication*.

### B. Policies

- a. RETSD will review all programs, services, and new initiatives to work toward making all material accessible.
- b. RETSD will make information available in an accessible format or provide communication supports to people with disabilities in a way that considers their disability.

### C. Actions

#### Action 1 – Establish Accessibility Working Group

##### Initiatives/Actions

- Management to appoint an accessibility coordinator
- Management to establish an accessibility working group
- Meet on a regular basis to review initiatives working toward accessibility

##### Expected Outcomes

- A working group created which consists of representation of the division
- Working group has detailed work plans, multi-year timelines
- Members participate in developing, implementing, and updating the accessibility plan

#### Action 2 – Offer and provide information in an accessible format on request

##### Initiatives/Actions

- Accessibility working group to develop a process for responding to requests for accessible supports and services
- Accessibility coordinator to communicate process to all staff

##### Expected Outcomes

- Availability of information in multiple formats
- Staff are aware of alternate formats and how to make them available to the public

#### Action 3 – Staff Awareness and Training upon Board Approval

##### Initiatives/Actions

- Management to confirm RETSD's commitment to accessibility in writing and celebrate progress
- Management to offer accessibility awareness presentations to divisional staff referencing *The Accessibility for Manitobans' Act*

##### Expected Outcomes

- Accessibility will be considered as RETSD plans future programs and services
- Staff understands accessibility and supports implementation of the plan
- Information on progress on implementing RETSD's Accessibility Plan is available to staff

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## Action 4 – Monitor Progress

### Initiatives/Actions

- Accessibility coordinator, with assistance of working group, to track progress on challenges, and requests for accommodations with budgetary implications
- Accessibility coordinator to report annually to the Superintendent
- Future plans and budgets to be integrated into operational plans
- Communications to include progress report on AMA in RETSD’s annual report
- Accessibility committee will review plan regularly

### Expected Outcomes

- Superintendent is aware of progress on AMA compliance and considers future plans
- Annual report includes progress on accessibility
- Accessibility Plan is posted on RETSD website

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