



## AODA Policy and Implementation: Annual Status Report 2022

**February 2023**

In the Fall 2022, Conestoga College redesigned and launched a new committee to oversee all AODA related work at the college.

This committee has created an initial plan for a deeper review of all AODA related activities at the college. It has also obtained feedback from employees and students, summarized below, which provides preliminary guidance to the committee.

Over the next year, a consultant will be retained to audit current activities and provide guidance to the College on key activities required over the next 5 years, which will form the foundation of a new multi-year accessibility plan. The goal is for this plan to be drafted and shared with employees and students for feedback before the end of the 2023 calendar year.

### Feedback from Employees and Students

Select Conestoga employees were invited to complete a survey and provide feedback on Conestoga’s current AODA activities. All students registered with the Accessibility office were also invited to provide feedback. Both employees and students were asked the same three questions, including an opportunity to provide comments. The questions and average scores are provided below:

| Question  | Students<br>(Average) | Employees<br>(Average) |
|---|-----------------------|------------------------|
| Scale of 1-5; 5 being completely accessible and 1 being completely inaccessible                       |                       |                        |
| <b>Physical accessibility</b> of the campus you are most familiar with.                               | 3.7                   | 4.4                    |
| How easy it is to <b>access information</b> (this includes printed, digital, and spoken information). | 3.5                   | 3.6                    |
| <b>Perception of attitudinal barriers</b> related to disabilities at the college.                     | 3.2                   | 4.4                    |

### Feedback Themes

Overall, employees perceived the general accessibility of the college and the quality of the work done to date in a more positive light than the students. Access to information was scored similarly across the two groups and a place where more work needs to be done.

General comments from students focused on the desire to have more information available about services, how to access them, and when they should access them, especially early in their time at Conestoga.

General comments from employees spanned three themes. Two themes were very specific, and one was broad. The first was the need to review and renew AODA training modules. Second, was a desire to consider the accessibility of employee facing software programs (as many cannot be utilized with screen readers for example). Lastly, there was a broad theme related to transparency and communication about work related to the AODA. Specifically, a desire was stated to understand goals, milestones, and successes of the AODA policy work done over the last few years and into the future.

All of this feedback is useful and has been shared with the relaunched AODA Committee. The feedback will help inform forthcoming AODA practices and planning at Conestoga College.