Accessibility in Creative Spaces
A Toolkit for Ontario Arts Organizations
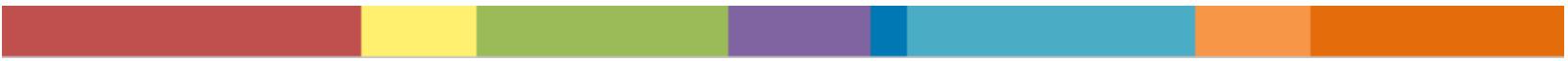## June 2019

ARTS BUILD ONTARIO

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1.0   About the Toolkit

In ArtsBuild Ontario's (ABO) Bricks&Mortar database – that houses information on over 400 arts organizations in Ontario – accessibility was identified as the number one capital project planned by facilities to be done within in the next five years. ABO wanted to respond by providing its network with the help and resources they might need to achieve their goals.

Arts organizations and their spaces generally work within four operating models:

1. Space is independently owned and independently operated
2. Space is privately owned and independently operated
3. Space is government owned and independently operated
4. Space is government owned and government operated

Each of the above operating models will have different responsibilities when making their space accessible – both in the built and experiential environments. For example, an arts organization in a heritage building with under 10 staff is going to have different Accessibility for Ontarians with Disabilities Act (AODA) compliance requirements than a municipality planning to build a new art gallery. Various factors can determine an organization's unique compliance requirements within the Ontario legislation as well as financial and capacity resources to create accessible space. To review the AODA and Design of Public Spaces Standard, please refer to the legislation requirements: https://www.ontario.ca/laws/statute/05a11

In this toolkit, we provide some basic resources about accessibility legislation in Ontario, including the AODA and Design of Public Spaces Standards, Ontario Building Code and Human Rights Code. While this toolkit will provide resources for best practices in the built environment, it will also focus on experiential accessibility including how arts organizations are going beyond the built environment to offer inclusive space.

Resources in this toolkit are taken from Ontario, Canada and international sources. While readers can glean best practices from other examples beyond our province, it is important to note responsibility to follow accessibility laws pertaining to Ontario and Canada.

All topics and resources have been identified and supported by an Accessibility Advisory Committee all of whom are leaders in the arts sector, as well as DesignABLE Environments. This toolkit is supported by the Government of Ontario.

1.1 Abstract

This toolkit includes eight chapters to support arts organizations in making their creative spaces more accessible and inclusive to all. These chapters include:

1.0   About the Toolkit

2.0   An Introduction to Accessibility,

3.0   Creative Spaces and Accessibility,

4.0   Conversations with Artists and Creative Spaces about Accessibility,

5.0   Resources for Designers, Architects and Creative Spaces,

6.0   Fire Codes and Safety Policies and

7.0   Funding for Accessibility Projects in Creative Spaces as well as a

8.0   Conclusion.

Each chapter has been organized with numbered subheadings and resources that are organized in alphabetical order. Each resource includes the source of the information, a brief summary and a link to the information.

To review and support the growth of knowledge and skills each chapter lists resources, videos, case studies and examples for arts organizations around accessibility in the built environment and experiential accessibility.

1.2 Defining a Creative Space

Creative spaces are evolving from purpose-built facilities to spaces that include adaptive reuse of buildings, libraries, sacred spaces, and more. For the purposes of this toolkit, creative spaces are considered to be any space that serves creative industries.

1.3 Accessibility Advisory Committee's Involvement

An Accessibility Advisory Committee of active arts leaders in the sector who are working to improve accessibility throughout the province supported this toolkit. ABO would like to extend its thanks to all who contributed their time and knowledge.

1.4　ArtsBuild Ontario Committee Members

- Kim Fullerton, Access Visual Art/Akimbo Art Promotions (Co-Chair)
- Luke Anderson, StopGap Foundation (Co-Chair)
- Aislinn Thomas, Artist
- Amy Ross, City of Waterloo
- Andrew Gurza, Accessibility Consultant
- Christine Karcza, Accessibility Consultant
- Jessica Vellenga, formerly Hamilton Artists Inc.
- Kevin Puddister, Dundas Museum & Archives
- Shirley Madill, Kitchener Waterloo Art Gallery
- Sean Lee, Tangled Art Gallery
- Terry Barna, KW Musical Productions
- Yvonne Felix, CNIB/Artist

1.5　About ArtsBuild Ontario

ArtsBuild Ontario is the only organization in Ontario dedicated to realizing long-term solutions to building, managing and financing the sustainable arts facilities needed in Ontario communities.

Together with industry, non-profit and government partners, ArtsBuild jointly and cost-effectively develops and delivers innovative tools, services and resources to help over 1,500 arts managers across Ontario construct and operate the facilities they need.

2.0   Introduction to Accessibility

Before resources and best practices around accessibility in creative spaces are addressed in this toolkit, the definition of "disability," "accessibility," and "universal design" should be reviewed. There are several definitions available for arts organizations to review.

2.1   What is a disability?

2.1.1   The Ontario Human Rights Code

Definition: Section 10 of the Code defines "disability" as:

1. Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,

2. A condition of mental impairment or a developmental disability,

3. A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,

4. A mental disorder, or

5. An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

Resource: http://www.ohrc.on.ca/en/policy-ableism-and-discrimination-based-disability/2-what-disability

2.1.2   The World Health Organization

Definition: Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations.

Resource: https://www.who.int/topics/disabilities/en/

2.1.3   Convention on the Rights of Persons with Disabilities

Definition: The Convention on the Rights of Persons with Disabilities recognized that disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others.

Resource:

https://en.wikipedia.org/wiki/Convention_on_the_Rights_of_Persons_with_Disabilities#Definition_of_disability

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2.2 What is accessibility?

2.2.1 United Nations; Article 9 – Accessibility

Definition:

1. To enable persons with disabilities to live independently and participate fully in all aspects of life, States Parties shall take appropriate measures to ensure to persons with disabilities access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas. These measures, which shall include the identification and elimination of obstacles and barriers to accessibility, shall apply to, inter alia:

a) Buildings, roads, transportation and other indoor and outdoor facilities, including schools, housing, medical facilities and workplaces;

b) Information, communications and other services, including electronic services and emergency services.

2. States Parties shall also take appropriate measures:

a) To develop, promulgate and monitor the implementation of minimum standards and guidelines for the accessibility of facilities and services open or provided to the public;

b) To ensure that private entities that offer facilities and services which are open or provided to the public take into account all aspects of accessibility for persons with disabilities;

c) To provide training for stakeholders on accessibility issues facing persons with disabilities;

d) To provide in buildings and other facilities open to the public signage in Braille and in easy to read and understand forms;

e) To provide forms of live assistance and intermediaries, including guides, readers and professional sign language interpreters, to facilitate accessibility to buildings and other facilities open to the public;

f) To promote other appropriate forms of assistance and support to persons with disabilities to ensure their access to information;

g) To promote access for persons with disabilities to new information and communications technologies and systems, including the Internet;

h) To promote the design, development, production and distribution of accessible information and communications technologies and systems at an early stage, so that these technologies and systems become accessible at minimum cost.

Resource: https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/article-9-accessibility.html

2.3 What is Universal Design?

2.3.1 Centre for Universal Design

Definition: The design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.

Resource: https://projects.ncsu.edu/design/cud/about_ud/udprinciplestext.htm

2.3.2 Introduction to Universal Design (Video)

Source: DesignABLE Environments

Summary: Bob Topping, President of DesignABLE Environments Inc., explains what Universal Design is and gives a brief history of the development of the seven principles. Filmed in 2005 by the Design Exchange (DX) in Toronto, Ontario, Canada.

Resource: https://www.youtube.com/watch?time_continue=16&v=kcOYgv2Aa7k

2.4 Demographics

The following reports and resources illustrate audiences with disabilities and their day-to-day lived experience. Employment statistics of people with disabilities are also included in this section.

2.4.1 Canadian Survey on Disability

Source: Statistics Canada

Summary: This report provides a summary on the demographic, employment and income profile of people with disabilities in Canada.

Resource: https://www150.statcan.gc.ca/n1/daily-quotidien/181128/dq181128a-eng.htm

2.4.2 Dear Everybody, it's Time to End Stigma for Young Canadian with Disabilities

Source: Holland Bloorview Kids Rehabilitation Hospital

Summary: This report reviews and analyzes the impact of stigma across Canada and was created for kids, youth, parents, teachers, employers and health care professionals.

Resource: http://deareverybody.hollandbloorview.ca/wp-content/uploads/2017/08/Dear-Everybody-Position-Paper_FA.pdf

2.4.3 Getting to Equal: The Disability Inclusion Advantage

Source: Accenture

Summary: This report shares perspective on how persons with disabilities present business and industry with opportunities in diversity and workplace culture.

Resource: https://www.accenture.com/t20181029T185446Z__w__/us-en/_acnmedia/PDF-89/Accenture-Disability-Inclusion-Research-Report.pdf

2.5 Financial Benefits

There is an economic argument to be made for making creative space more accessible. Increasing accessibility in space means artistic offerings are available to more patrons and employees. The following reports and resources support the case for investing in accessible design and benefits of creating access for employees as well as employing people with disabilities.

2.5.1 The Business Case to Build Physically Accessible Environments

Source: The Conference Board of Canada

Summary: This research was conducted to examine the economic costs of inadequate accessibility in Canada. This report presents case studies of businesses that have had success improving accessibility.

Resource: https://www.rickhansen.com/sites/default/files/2018-08/cboc-final-report-feb2018-accessible-1.pdf

2.5.2 The Business Case for Disability and Discussion (Video)

Source: World Economic Forum

Summary: This video captures The World Economic Forum's annual meeting which features a panel discussion on disability business inclusion for businesses and brands.

Resource: https://youtu.be/SrSmhK_RqdY

2.5.4 People with Disabilities (Video)

Source: Sodexo Quality of Life Services

Summary: Sodexo is a company that created this video to demonstrate how they are committed to providing a work environment where people can bring their whole selves to work – this includes those with disabilities, often a source of untapped talent.

Resource: https://ca.sodexo.com/en/home/corporate-responsibility/diversity-and-inclusion/disabilities.html

2.6 Accessibility Legislation in Ontario

It is important to note that the Ontario Human Rights Code (the Code) has primacy over most other legislation in Ontario. When there is a difference or conflict between the Code and another Ontario law, the Code has priority unless the other law specifically states otherwise. As such, the Ontario Building Code Act and the Accessibility for Ontarians with Disabilities Act must comply with the intent of the Code unless otherwise noted within the legislation. Organizations are required to meet Ontario Human Rights Code requirements unless this would cause undue hardship to an organization.

2.6.1 Introduction to Accessibility Legislation in Ontario

Let's Talk About Disability and Creative Spaces (Webinar, 7:47 – 26:12)

Source: ArtsBuild Ontario

Summary: Thea Kudi, Vice President of DesignABLE Environments, discusses what is a disability, old thinking versus new thinking, why accessibility is important, as well as accessibility and the law.

Resource:

https://artsbuildontario.adobeconnect.com/_a1123960638/pec56qsebu1d/?proto=true

Please note, to view this webinar recording, you will need to download Adobe Connect. You can download the platform here: https://helpx.adobe.com/adobe-connect/connect-downloads-updates.html

2.6.2 Ontario Human Rights Code

2.6.2.A   Ontario Human Rights Code

Source: Government of Ontario

Summary: The Human Rights Code prohibits actions that discriminate against people based on a protected ground in a protected social area.

Resource: https://www.ontario.ca/laws/statute/90h19

2.6.2.B   Working Together: The Code and the AODA

Source: Ontario Human Rights Commission

Summary: This 5-part eLearning series (20 minutes) is for public, private and not-for-profit sectors and completes the training requirements of the Integrated Accessibility Standards of the AODA.

Resource: http://www.ohrc.on.ca/en/learning/working-together-code-and-aoda

2.6.3 Accessibility for Ontarians with Disabilities Act (AODA)

2.6.3. A   Accessibility for Ontarians with Disabilities Act, 2005

Source: Government of Ontario

Summary: The purpose of the AODA is to develop, implement and enforce standards for accessibility related to goods, services, facilities, employment, accommodation and buildings.

Resource: https://www.ontario.ca/laws/statute/05a11

2.6.3.B   How to Comply with the Integrated Accessibility Standards Regulation

Source: Government of Ontario

Summary: How to identify, remove and prevent barriers for people with disabilities in information and communications, employment, public transportation, and the design of public spaces. These standards apply to Ontario businesses and non-profits with 1 + employees, and public sector organizations.

Resource: https://www.ontario.ca/document/how-comply-integrated-accessibility-standards-regulation

2.6.3.C   Access Forward

Source: Access Forward

Summary: This website provides free training modules to meet the training requirements under Ontario's accessibility laws (Accessibility for Ontarians with Disabilities Act). Developed in partnership with the Government of Ontario.

Resource: https://accessforward.ca/

2.6.3. D   Customer Service Standard Module

Source: Access Forward

Summary: This module covers the requirements for providing customer service in ways that are accessible to people with disabilities.

Resource: https://accessforward.ca/newado/csstandardmodule/

2.6.3. E   Employer's Toolkit

Source: Conference Board of Canada

Summary: The Conference Board of Canada has developed resources to help Ontario employers comply with the Accessibility Standard for Employment. These resources will also be helpful to organizations in other jurisdictions who aspire to become accessible and inclusive for people with disabilities.

Resource:

https://www.conferenceboard.ca/accessibility/toolkit.aspx?AspxAutoDetectCookieSupport=1

2.6.3. F   Information and Communications Standard Module

Source: Access Forward
Summary: This module covers the requirements for providing and receiving information and communications in ways that are accessible to people with disabilities.
Resource: https://accessforward.ca/newado/icsmodule/

For the most up-to-date information regarding requirements or compliance with the Act, Regulation and Standards, please refer to the AODA legislation:
https://www.ontario.ca/laws/statute/05a11

2.6.4   AODA Design for Public Spaces Standard

2.6.4. A   Design for Public Spaces Standard (Accessibility Standards for the Built Environment)
Source: Government of Ontario
Summary: The Design of Public Spaces Standard describes ways to make communal spaces more accessible. Most of the spaces it covers are outdoors.
Resource: https://www.ontario.ca/laws/regulation/110191#BK91

2.6.4. B   Design for Public Spaces Standard Module
Source: Access Forward
Summary: This module covers the requirements for specific features of our public spaces that will make it easier for people with disabilities to move through, use and enjoy what our communities have to offer.
Resource: https://www.accessforward.ca/front/publicSpaces/

2.6.4. C   How to Make Public Spaces Accessible
Source: Government of Ontario
Summary: An overview of how to make public spaces accessible such as trails, beach access routes, parking, service counters and fixed waiting areas, eating areas, play spaces and paths of travel as part of the Design for Public Spaces Standard.
Resource: https://www.ontario.ca/page/how-make-public-spaces-accessible

2.6.4. D   Illustrated Technical Guide to the Accessibility Standard for the Design of Public Spaces

Source: Global Alliance on Accessible Technologies and Environments (GAATES) Summary: This Guide will provide designers with the technical information they need to design public spaces that meet the requirements of the Accessibility Standard for the Design of Public Spaces (the Standard) and illustrate the many opportunities that inclusive design provides to create innovative public spaces.

Resource: https://drive.google.com/file/d/0B2c3Xbwb7aY3bUJXWnBNdWhKMHM/view

2.6.5   Ontario Building Code

2.6.5.A **Ontario Building Code Act**

Source: Government of Ontario/Ministry of Municipal Affairs and Housing

Summary: The Building Code Act, 1992, governs the construction, renovation, change of use, and demolition of buildings.

Resource: https://www.ontario.ca/laws/regulation/120332

2.6.5.B The Ontario Building Code

Source: Government of Ontario

Summary: The Ontario Building Code's website has information on qualification and registration, available training, dispute resolution, news on recent code developments and more.

Resource: http://www.mah.gov.on.ca/Page7393.aspx

3.0   Creative Spaces and Accessibility

This section will cover resources that provide best practices for creative spaces to go beyond accessibility legislation with accessible design and digital resources. Resources for accessible communications and service providers for American Sign Language (ASL) and interpretation, audio descriptions, closed captioning and transcription are included.

3.1   Beyond Legislation: Where do Creative Spaces Start?

While it is important to meet all legislative requirements that address accessibility for creative spaces, we encourage organizations to consider how they can go beyond the Design for Public Spaces Standard to promote equity in space experiences. The below resources can support creative spaces in establishing a culture of accessibility and inclusion.

3.1.1   Accessible Spaces: A Fragrance-Free Toolkit

Source: University of California, Centre for the Study of Women
Summary: Although this toolkit includes best practices outside of Canada, creative spaces can better understand how to introduce a fragrance-free space. Included in this toolkit are basics on fragrance-free spaces, chemical sensitivities, and tips on making your space fragrance-free.
Resource: https://csw.ucla.edu/toolkit

3.1.2   Accessibility Resource Guide for Creative Spaces

Source: Access Visual Art
Summary: A resource guide of toolkits, consultants and training, live captioning/video captioning, audio description, ASL and transcription services for creative spaces.
Resource: https://www.artsbuildontario.ca/wp-content/uploads/2019/04/Accessibility-Resource-Guide-AVA-2018.pdf

3.1.3   Accessibility Toolkit: A Guide to Making Art Spaces Accessible

Source: Tangled Art + Disability and Humber College
Summary: Developed by, and in consultation with, disability identified, Deaf and Mad artists, people with lived experience, curators and performers, this toolkit is one that art spaces can use to further develop and implement inclusive programming.
Resource: http://tangledarts.org/wp-content/uploads/2018/10/Accessibility_Toolkit-1.pdf

3.1.4   A Way with Words and Images

Source: Government of Canada/Accessibility Resource Centre

Summary: This booklet seeks to promote a fair and accurate portrayal of people with disabilities. It recommends current and appropriate terminology to help you reach this goal.

Resource: https://www.canada.ca/en/employment-social-development/programs/disability/arc/words-images.html

3.1.5   Accessible Engagement

Source: Ontario Municipal Social Services Association

Summary: The Guide to Accessible Public Input and Guide to Conducting Accessible Meetings includes resources that are designed to support public sector, non-profit, and private sector organizations conduct accessible community engagement.

Resource: https://www.omssa.com/accessible-engagement.php

3.1.6   Design for Public Spaces Advanced: How can Creative Spaces Go Beyond the Standard? (Webinar, 32:36 – 58:59)

Source: ArtsBuild Ontario

Summary: Dave Hollands, Head of Creative with the Royal Ontario Museum (ROM), discusses evolving institutional culture from empathy to understanding to doing, designing for the edge rather than the average, and carrying big ideas across alternative formats.

Resource:

https://artsbuildontario.adobeconnect.com/_a1123960638/p3uclah4h4pv/?proto=true

Please note, to view this webinar recording, you will need to download Adobe Connect. You can download the platform here: https://helpx.adobe.com/adobe-connect/connect-downloads-updates.html

3.1.7   How Hearing Loops Work: What is a Hearing Loop and How does it Work? (Video)

Source: Otojoy

Summary: Hearing Loops are the preferred assistive listening technology for people with hearing loss. At the push of a button, most hearing aids can wirelessly receive the sound from a public venue that has a hearing loop installed via its internal t-coil or telecoil.

Resource: https://www.youtube.com/watch?v=hlnx3ZImTw0

3.1.8 Ingenium Accessibility Standards for Exhibitions

Source: Ingenium Canada

Summary: Ingenium's Accessibility Standards for Exhibitions includes technical requirements that enable museum exhibition designers to follow general guidelines to be used on all projects. The requirements are selected from a variety of accessibility standards to provide a reference document with the most commonly needed specifications. The aim is to support exhibition designers and contractors to prevent accessibility barriers.

Resource:

https://www.musees.qc.ca/content/download/28496/370202/version/1/file/Ingenium%20Accessibility%20Standards%20March%202018.pdf.

3.1.9 Invisible Disabilities and Creative Spaces

Source: ArtsBuild Ontario

Summary: In this webinar, presenters Alex Bulmer and Andrew Gurza will provide guidance for organizations to make their spaces more accessible from the point of view of people with invisible disabilities. This includes how a person living with an invisible disability – such as arthritis, multiple sclerosis, developmental, sensory, and more – experience space.

Resource:

https://artsbuildontario.adobeconnect.com/_a1123960638/pfhszbr8k6z1/?proto=true

Please note, to view this webinar recording, you will need to download Adobe Connect. You can download the platform here: https://helpx.adobe.com/adobe-connect/connect-downloads-updates.html

3.1.10 Leadership Exchange in Arts and Disability

Source: The Kennedy Centre

Summary: Information on a variety of topics for accessibility managers or other cultural arts professionals interested in making their facilities and programming more accessible to people with disabilities. While these resources reference the Americans with Disabilities Act (ADA), creative spaces can glean best practices from these topics, brochures and videos.

Resource: http://education.kennedy-center.org/education/accessibility/lead/resources.html

3.1.11 Mismatch: How Inclusion Shapes Design (Book)

Author: Kat Holmes

Summary: How inclusive methods can build elegant design solutions that work for all.

Resource: https://mitpress.mit.edu/books/mismatch

3.1.12 The Art of Inclusion: Seven Steps, A Guide to Developing and Delivering Accessible and Inclusive Programs within Arts and Cultural Organizations

Source: McMichael Canadian Art Collection

Summary: A step-by-step checklist for the successful development of accessible programs. In the spirit of the Group of Seven, the Seven Steps will guide your organization in establishing programs for people with special needs.

Resource: https://mcmichael.com/wp-content/uploads/MMG140501_AcessGuide_8.5x11_Singles_Web.pdf

3.2 Examples of Arts Organizations Creating Inclusive Spaces

3.2.1 Cripping the Arts Access Guide

Summary: This Access Guide includes information about the space in which the Cripping the Arts symposium will be held and about other things participants might want to know before coming to the event including gathering spaces, accommodations, and guide for participants to make the space more inclusive.

Resource:

http://www.harbourfrontcentre.com/images/festivals/2019/cripping/CTA%20Access%20Guide.pdf

3.2.2 Dragging ASL to Pride (Video)

Source: Deaf Spectrum

Summary: The Ontario Rainbow Alliance of the Deaf (ORAD) and Deaf Spectrum hosts Dragging ASL to Pride, an annual show that includes skits, performances, poetry, music, and dance.

Resource: https://www.youtube.com/watch?v=QctyRjlqYTc

3.2.3 Holding Patterns Roll-A-Thon Access Guide

Source: Access Visual Art

Summary: This guide is designed for those attending the Holding Patterns: Roll-A-Thon event and contains information about the event and tours, the location of the event, the location to meet the tour guides, the space, and accommodations that have been arranged. This guide also includes images and maps of the location as well as measurements of the doorways and hallways for those who are interested in more details.

Resource: https://docs.google.com/document/d/15R2NLllGx0R8fH4jSh5hf_fPuzFTq0hDDz3-YXYpiic/edit

3.2.4 How Toronto museums are helping people with Alzheimer's experience art, even if they can't remember it

Source: The Toronto Star

Summary: This article discussed how the Art Gallery of Ontario and Royal Ontario Museum have partnered with the Alzheimer Society of Toronto to offer multi-sensory tours.

Resource: https://www.thestar.com/life/2016/04/25/how-toronto-museums-are-helping-people-with-alzheimers-experience-art-even-if-they-cant-remember-it.html

3.2.5 How do you Make Culture Accessible to People with Disabilities

Source: The Guardian/Disability Arts

Summary: Articles from The Guardian on recommendations and cases relating to social exclusion of creative people with disabilities.

Resource: https://www.theguardian.com/culture-professionals-network/series/disability-arts

3.2.6 Kitchener-Waterloo Art Gallery (KWAG) Blue Umbrella Certified

Source: KWAG

Summary: KWAG has been designated a dementia friendly space through the Blue Umbrella Project, which offers a symbol of safety and support to those living with dementia.

Resource: https://kwag.ca/content/visit-gallery

3.2.7 ROM Sensory Friendly Guide for Visitors

Source: The Royal Ontario Museum

Summary: A guide for museum visitors with sensory sensitivity. It includes sensory notes, quiet space locations, hands-on-galleries and recommendations for enjoying the museum.

Resource: https://www.rom.on.ca/en/visit-us/accessibility/rom-sensory-friendly-guide-for-visitors

3.2.8 The Senses: Design Beyond Vision

Source: Cooper Hewitt

Summary: Sensory design recognizes that we understand and navigate the world with all five of our senses. Organized into nine thematic sections, *The Senses* demonstrates that by opening up to multiple sensory dimensions, designers reach a greater diversity of users.

Resource: https://www.cooperhewitt.org/channel/senses/

3.3 Digital Accessibility in Creative Spaces

This section includes considerations for creative spaces around equity and accessibility using digital innovations such as ibeacons, an app for live closed captioning and digital integration in exhibitions.

3.3.1 Beacon Use Cases/Museums

Source: kontakt.io

Summary: Proximity makes museums relevant in the XXI century by making them more interactive and changing the way they educate, guide, and tell stories. This resource shows how museums are using beacons to engage with all visitors.

Resource: https://kontakt.io/use-cases/museums/

3.3.2 Best Practices for Architects, Designers and Creative Spaces on Accessibility (Webinar, 31:36 – 51:51)

Source: ArtsBuild Ontario

Summary: Corey Timpson, Corey Timpson Design Inc. and former Vice President of Exhibitions, Research and Design shares examples on integrating digital accessibility within exhibitions, including universal access points created with an iBeacon, mobile apps, mixed media installations and universal key pad.

Resource:

https://artsbuildontario.adobeconnect.com/_a1123960638/p3wq3ivkfqg9/?proto=true

Please note, to view this webinar recording, you will need to download Adobe Connect. You can download the platform here: https://helpx.adobe.com/adobe-connect/connect-downloads-updates.html

3.3.3 Gala Pro App

Source: Gala Prompter

Summary: An app that provides subtitles and closed captioning, dubbing, and audio description and amplifications for live performances.

Resource: http://www.galapro.com/

3.4 Communicating About Accessibility

Communicating about accessibility in a creative space is just as important as implementing accessible design. The below resources include references to changing the language of accessibility in space, accessible communications, and support services for alternative formats.

3.4.1 Language around Accessibility in Creative Spaces

3.4.1.A An Accessibility Manifesto for the Arts

Source: canadianart/ Carmen Papalia

Summary: In this article, Papalia discusses the concept of "open access" as a method and process. The article encourages readers to think of accessibility as a creative, long-term process that is not just about the built environment, but about ideas of agency and power.

Resource: https://canadianart.ca/essays/access-revived/

3.4.1.B Let's Talk About Disability and Creative Spaces (Webinar, 26:37 – 42:56)

Source: ArtsBuild Ontario

Summary: Sage Lovell, Founder of Deaf Spectrum, discusses deaf defined, sign language defined, aud-ism and phono-centrism, hearing privilege and deaf gain, deafness as both invisible and visible disabilities, as well as representation of deaf artists.

Resource:

https://artsbuildontario.adobeconnect.com/_a1123960638/pec56qsebu1d/?proto=true

Please note, to view this webinar recording, you will need to download Adobe Connect. You can download the platform here: https://helpx.adobe.com/adobe-connect/connect-downloads-updates.html

3.4.1.C Practicing Accessibility: An Interview with Carmen Papalia

Source: FIELD

Summary: In this interview, Papalia describes how Open Access is a paradigm shift in understanding of access within museums, using examples from an accessibility audit of the Vancouver Art Gallery.

Resource: http://field-journal.com/issue-5/an-interview-with-carmen-papalia

3.4.2 Creating Accessible Communications

3.4.2.A Accessing the Arts

Source: Creative Users Project

Summary: Event listing site that makes Canadian arts events searchable by point of access, and includes an online searchable database as well as an e-newsletter for subscribers.

Resource: http://creativeusers.net/accessing-the-arts/

3.4.2.B   Accessible Design in Digital Media

Source: Humber College

Summary: An online course that focusses on representation of disability in media, video captioning, audio transcription, described video and live captioning for broadcast, alternative text for image description and tutorials on how to make accessible documents and presentations.

Resource: http://www.humber.ca/makingaccessiblemedia/index.html

3.4.2.C   Accessibility in Email Marketing

Source: MailChimp

Summary: In this article, you'll learn some best practices for making your campaigns accessible and usable for all your subscribers.

Resource: https://mailchimp.com/help/accessibility-in-email-marketing/

3.4.2.D   Inclusive Design Research Centre

Source: Inclusive Design Research Centre

Summary: The IDRC provides the following accessibility training, software and resources.

Resource: https://idrc.ocadu.ca/index.php/policy/idrc-and-aoda

For the most up-to-date information regarding requirements or compliance with the Act, Regulation and Standards, please refer to the AODA legislation:

https://www.ontario.ca/laws/statute/05a11

3.4.2.E   Social Media Accessibility - Facebook, Twitter and YouTube

Source: Queens University

Summary: This document looks at accessibility in Facebook, Twitter, and YouTube.

Resource: https://www.queensu.ca/accessibility/how-info/social-media-accessibility

3.4.3   Examples of Accessible Webpages, Policies and Plans

3.4.3.A   Art Gallery of Hamilton Webpage

Source: Art Gallery of Hamilton

Summary: The Art Gallery of Hamilton's accessibility page includes their statement to accessibility, their multi-year accessibility plan, and accessibility policy. It also shares services available (such as large print materials, touch tours, and FM devices) and contact information for visitor feedback.

Resource: https://www.artgalleryofhamilton.com/plan-your-visit/accessibility/

3.4.3.B   Art Gallery of Ontario Customer Service Policies

Source: Art Gallery of Ontario

Summary: The AGO's policies and procedures for assistive devices, service animals, support persons, alternate means of communication, training for staff and volunteers, feedback mechanisms, and communicating temporary disruptions in service.

Resource: https://ago.ca/customer-service-policies

3.4.3.C   Cooper Hewitt Contact Us Page

Source: Cooper Hewitt

Summary: Based in New York City, Cooper Hewitt has included its accessibility information on their "Contact Us" page. It includes specific information for patrons with vision or limited mobility, deaf or hard of hearing, vision loss as well as a sensory map and social narrative, service dogs and inclusive design resources.

Resource: https://www.cooperhewitt.org/accessibility-at-cooper-hewitt/

3.4.3.D   Bodies in Translation's Accessibility Statement

Source: Bodies in Translation: Activist Art, Technology, and Access to Life

Summary: Bodies in Translation acknowledges that there may be unanticipated barriers in experiencing their website, and solicits feedback.

Resource (scroll to footer): http://bodiesintranslation.ca/

3.4.3.E   Dundas Museum and Archives Accessibility Webpage

Source: Dundas Museum and Archives

Summary: Dundas Museum and Archives' website has a page devoted to accessibility with clear pictures showing the entrance way to the museum as well as information on parking, and assistive devices.

Resource: https://dundasmuseum.ca/about-us/accessibility/

3.4.3.F   Gallery TPW Accessibility Statement

Source: Gallery TPW

Summary: Gallery TPW has a thorough statement of commitment to accessibility and choose to name their legal obligation. Many believe organizations should go beyond legislation, but others may feel affirmed by Gallery TPW framing access as a legal right.

Resource: http://gallerytpw.ca/visit/

3.4.3.G   McMichael Canadian Art Collection Accessibility Webpage

Source: McMichael Canadian Art Collection

Summary: The McMichael Canadian Art Collection's website has a page devoted to accessibility which states their accessibility standards for customer service.

Resource: http://mcmichael.com/visit/accessibility/

3.4.3.H   Museum of Contemporary Art (MOCA) Accessible Customer Service Plan

Source: MOCA

Summary: MOCA's accessible customer service plan includes information on assistive listening devices, communication, large print formats, service animals, support animals, notice of temporary disruption, allergies/chemical sensitives, training for staff and feedback processes.

Resource: https://moca.ca/accessibility-policy/

3.4.3.I   Ottawa Art Gallery Accessibility Webpage

Source: Ottawa Art Gallery

Summary: Statement of commitment to accessibility addresses access for all – including gallery entrances and accessible drop off location as well as all gender washrooms, free childcare and cost-free access to everyone.

Resource: https://oaggao.ca/access-0

3.4.3.J   Peterborough Museum and Archives Accessibility Plan 2017 -2022

Source: Peterborough Museum and Archives

Summary: Document shares with museum stakeholders their plans for accessibility improvement based on the Integrated Accessibility Standard Regulation (IASR) and AODA.

Resource: https://www.peterborough.ca/en/explore-and-play/resources/Documents/PMA-Accessibility-Plan-2017-2022.pdf

3.4.3.K   Royal Ontario Museum Accessibility Commitment

Source: Royal Ontario Museum

Summary: This Multi Year Accessibility Plan includes a brief overview of the ROM, a description of the Accessibility for Ontarians with Disabilities Act, 2005 and their own accessibility planning process, a description of the framework they have in place in order to address issues of accessibility and subsequent goals for the future.

Resource: https://www.rom.on.ca/en/visit-us/accessibility/accessibility-commitment

3.4.3.L   Stratford Festival Accessibility Webpage

Source: Stratford Festival

Summary: The Stratford Festival's accessibility webpage clearly conveys how they are able to offer accessible experiences within their theatres, including ASL performance dates, audio described performances, relaxed performances and open caption performances.

Resource: https://www.stratfordfestival.ca/Visit/Accessibility

3.4.3.M   Textile Museum of Canada Webpage

Source: Textile Museum of Canada

Summary: The Textile Museum of Canada's webpage includes information on accommodations for support persons, service animals, entrance (with images), information about the space, large print exhibition guides, transit and parking.

Resource: http://www.textilemuseum.ca/plan-your-visit/accessibility

3.5   Support for Accessible Communication

The following resources include best practices and service providers to support alternative formats in creative spaces.

3.5.1   Service Providers for Captioning, Transcription, and Audio Description

3.5.1.A   A Practical Toolkit for Producers and Presenters of Audio Described Theatrical Performances

Source: Picasso Pro and Creative Trust

Summary: A handbook for performing and presenting arts organizations about offering audio descriptions during performances. Includes overview of their project, orientation for performing arts companies and equipment checklist.

Resource: http://www.creativetrust.ca/wp-content/uploads/2012/08/Arts-Access-Hanbook-Part-I.pdf

3.5.1.B   AI Media

Source: AI Media

Summary: Services include live captioning, closed captioning, transcription, note taking, and audio description.

Resource: https://www.ai-media.tv/

3.5.1.C   Caption First

Source: Caption First

Summary: Provides Communication Access Real-time Translation (CART), real-time captioning, web captioning, transcription, and equipment.

Resource: https://captionfirst.com/services/

3.5.1.D Sette Post Production

Source: Sette Post Production

Summary: A postproduction company and broadcast centre in Montreal that offers closed captioning, described video and transcription services.

Resource: http://sette.com/en/home/

3.5.1.E The Captioning Group

Source: The Captioning Group

Summary: Provides realtime captioning, post-production captioning, and web captioning.

Resource: http://captioning.com/

3.5.1.F The Media Concierge

Source: The Media Concierge

Summary: Provides closed captioning and described video services.

Resource: https://www.themediaconcierge.com/accessibility-services

3.5.1.G The Transcription Divas

Source: The Transcription Divas

Summary: Provides transcription services in Canada.

Resource: http://transcriptdivas.ca/

3.5.1.H Trint

Source: Trint

Summary: Automated transcription of audio or video.

Resource: https://trint.com/?cn-reloaded=1

3.5.2 Service Providers for ASL and Interpretation

3.5.2.A Canadian Hearing Society

Source: Canadian Hearing Society

Summary: Provides services for the deaf and hard of hearing, including ASL and LSQ translation and content development, CHS interpreting, and video conferencing.

Resource: https://www.chs.ca/accessibility-services

3.5.2.B Ontario Association of Sign Language Interpreters (OASLI)

Source: OASLI

Summary: OASLI is a professional association of visual language interpreters across Ontario. Their membership includes ASL-English interpreters, Deaf Interpreters and LSQ-French interpreters.

Resource: http://www.oasli.on.ca/

3.5.2.C   Queer and Trans Friendly ASL Interpreting List

Source: Deaf Spectrum

Summary: List provided by Deaf Spectrum of queer and trans friendly interpreters in the Greater Toronto Area.

Resource: http://deafspectrum.com/interpreters/

4.0 Conversations with Artists and Creative Spaces around Accessibility

What is the conversation that needs to happen between artists and creative spaces? Since each person with a disability is unique and each artist has different needs, access requirements will be different for each individual. The dialogue between the artist and the creative space is essential – it is important to have the conversation.

If you are an organization with a creative space, invite and make space for access requirements in discussions with artists instead of making assumptions or leaving it up to the artist to bring up the subject. Recognize that the labour of navigating access needs is usually done by the individual with a disability alone and can take significant energy--offering to collaborate on finding and creating solutions to barriers is a very meaningful way to support artists with a disability and share the extra labour they carry.

4.1 Recommended discussion questions for arts organizations working with an artist:

a) Do you have any allergies or sensitivities we should be aware of?

b) What are your preferred methods of communication?

c) What service requirements for meetings and public engagements will you need? (Examples include: oral interpreter, assistive listening system, real-time captioner, note taker, etc.)

d) Do you have interpretation needs? (Examples include: language, ASL, LSQ, etc.)

e) Do you have a personal attendant or support worker? What is their name and contact information?

f) Do you have any mobility and/or travel needs?

g) Do you require alternative media formats? (Examples include: large print, audio, Braille, captioned video, etc.)

h) Is there anything else you would like to discuss about your needs and accessibility within our creative space?

4.2 Considerations for arts organizations working with an artist:

a) Having a conversation around the accessibility needs of an artist and being open to subsequent meetings when working together.

b) Sharing your accessibility policies with the artist.

c) Making a questionnaire around accessibility needs within your contract or letter of agreement.

5.0   Resources for Designers, Architects and Creative Spaces

This section includes best practices for designers and architects when building or renovating new or existing spaces. The list starts with basic resources then further detail is provided within two subsections Accessibility Advisory Committees (5.1) and Building Permits (5.2).

5.0.1   Access Ability Advantage Resources
Source: Access Ability Advantage
Summary: Includes a Design of Public Spaces checklist and seven universal design principles.
Resource: http://accessabilityadvantage.ca/resources/

5.0.2   Accessible Heritage: An Accessibility Toolkit for Ontario's Heritage Organizations and Institutions
Source: Ontario Historical Society
Summary: This toolkit offers an eight-module approach for heritage organizations to become more accessible.
Resource: https://ontariohistoricalsociety.ca/accessible-heritage/#toolkit

5.0.3   Best Practices for Architects, Designers and Creative Spaces on Accessibility (Webinar, 14:56 - 31:00)
Source: ArtsBuild Ontario
Summary: Amy Pothier, Accessibility and Building Code Consultant with Gensler, shares best practices for creating an RFP for accessible capital projects, design process, navigating construction and lessons learned.
Resource:
https://artsbuildontario.adobeconnect.com/_a1123960638/p3wq3ivkfqg9/?proto=true

Please note, to view this webinar recording, you will need to download Adobe Connect. You can download the platform here: https://helpx.adobe.com/adobe-connect/connect-downloads-updates.html

5.0.4   Clearing Our Path: Creating Accessible Environments for People Impacted by Blindness
Source: CNIB Foundation
Summary: The design recommendations presented in this resource focus primarily on the needs of people impacted by blindness, including those who are Deafblind.
Resource: http://www.clearingourpath.ca/8.0.0-design-needs_e.php

5.0.5   Design for Public Spaces Advanced: How can Creative Spaces go Beyond the Standard? (Webinar, 13:43 – 32:36)
Source: ArtsBuild Ontario
Summary: Lorene Casiez, Accessibility and Wellness Practice Lead with Human Space, discusses key accessible design strategies as well as gaps in design and processes needed to create accessible spaces.
Resource:
https://artsbuildontario.adobeconnect.com/_a1123960638/p3uclah4h4pv/?proto=true

Please note, to view this webinar recording, you will need to download Adobe Connect. You can download the platform here: https://helpx.adobe.com/adobe-connect/connect-downloads-updates.html

5.0.6   Inclusive Design Research Centre (IDRC)
Source: OCAD University
Summary: The IDRC is a research and development centre at OCAD University where an international community of open source developers, designers, researchers, advocates, and volunteers work together to ensure that emerging information technology and practices are designed inclusively.
Resource: https://idrc.ocadu.ca/

5.0.7   Inclusive Design Toolkit
Source: Government of Ontario
Summary: Anyone interested in creating more inclusive services can use this toolkit — product owners, designers, developers, writers, policy makers, customer service providers, etc.
Resource: https://www.ontario.ca/page/inclusive-design-toolkit

5.0.8   International Best Practices in Universal Design: A Global Review
Resource: Canadian Human Rights Commission
Summary: This study examines various national accessibility codes and standards for both buildings and landscapes in order to determine best practices based upon universal design principles.
Resource: https://www.chrc-ccdp.gc.ca/eng/content/international-best-practices-universal-design-global-review

5.0.9   The Inclusive Design Guide

Source: Inclusive Design Research Centre and OCAD University

Summary: The Inclusive Design Guide can be applied to digital design as well as the design of services, the built environment and physical products, It can be applied to processes like workshops, meetings, conferences, and even our daily interactions with one another. It can be used by anyone.

Resource: https://guide.inclusivedesign.ca/

5.0.10 Top Insider Secrets about What's Stopping Full Inclusion in Design and How you Can Help Fix Them

Source: Thea Kurdi, Vice President, DesignABLE Environments

Summary: Kurdi discusses barriers that are preventing inclusive design, including: the belief we are already doing a good job, not providing equality for life and safety, confusion about the laws we need to follow, and not using evidence-based dimensions.

Resource: https://www.linkedin.com/pulse/top-insider-secrets-whats-stopping-full-inclusion-design-thea-kurdi/

5.0.11 Universal Design Handbook: Building Accessible and Inclusive Environments

Source: The City of Calgary

Summary: This handbook introduces the concept of universal design, as well as the impacts that standard and traditional design projects have on people with disabilities and older adults. It outlines what access-for-everyone entails, provides policy that supports universal design and puts the future of universal design into perspective.

Resource:

https://www.calgary.ca/CSPS/CNS/Documents/universal_design_handbook.pdf?noredirect=1

5.1   Accessibility Advisory Committees

An organization with an accessibility advisory committee or one that has access to a local accessibility advisory committee is always going to be one step ahead of an organization that doesn't. Having an accessibility advisory committee gives you direct feedback and connection with the people you are hoping to attract to your organization, and will also provide you with important information on what works and what does not work within a current facility. Municipalities with 10,000 or more citizens are required to have an Accessibility Advisory Committee.The below resources are included to support arts organization in establishing accessibility advisory committees.

5.1.1   How to Serve on a Municipal Accessibility Advisory Committee: Guide

Source: Government of Ontario

Summary: This guide will help you build the practical knowledge and skills you will need to contribute to your accessibility advisory committee and carry out the work more effectively.

Resource: https://www.ontario.ca/page/how-serve-municipal-accessibility-advisory-committee-guide

5.1.2   Accessibility Advisory Committee Terms of Reference for the City of Oakville

Source: City of Oakville

Summary: Terms of Reference for the City of Oakville's Accessibility Advisory Committee

Resource: https://www.oakville.ca/assets/general%20-%20residents/AccessibilityAdvisoryCommitteeTOR.pdf

5.1.3   Access Ryerson

Source: Ryerson University

Summary: Access Ryerson is a university-wide initiative with a goal of removing barriers to the full participation of all community members with disabilities. They are an advisory group representing students, staff and faculty.

Resource: https://www.ryerson.ca/equity/community-networks-and-committees/access-ryerson/

5.2   Building Permits

Getting a building permit is a little different but based on the need to ensure the building meets basic life and safety needs. The Government of Ontario's Citizen's guide to land use planning includes some detailed background information.

5.2.1   Building Permits

Source: Government of Ontario

Summary: An Ontario building permit is a document issued by the body responsible for enforcing Ontario's Building Code in an area or region. A building permit is necessary when constructing, renovating, demolishing or changing the use of a building. When do you need a permit? How do you get one? And much more are covered.

Resource: https://www.ontario.ca/document/citizens-guide-land-use-planning/building-permits

6.0   Fire Codes and Safety Policies

6.1   Accessible Fire Safety Tips for Property Managers

Source: Canadian Property Management

Summary: Martin Day, president and co-owner of Safety Media, and Thea Kurdi, Vice President with DesignABLE environments, offer resources on accessibility in the built environment and how property managers can support people with disabilities before and during a fire event.

Resource: https://www.reminetwork.com/articles/accessible-fire-safety-tips-for-property-managers/

6.2   The Emergency Preparedness Guide for People with Disabilities/Special Needs

Source: Government of Ontario

Summary: Emergency Management Ontario and the Accessibility Directorate of Ontario have developed an Emergency Preparedness Guide for People with Disabilities/Special Needs. To best prepare for an emergency according to one's special needs, please refer to the appropriate category in this guide for a list of suggested emergency survival kit items and contingency planning considerations.

Resource:

https://www.emergencymanagementontario.ca/english/beprepared/diversegroups/peoplewithdisabilities/peoplewithdisabilities.html

6.3   Fire Safety Risk Assessment: Means of Escape for Disabled People

Source: Her Majesty's Government

Summary: Published by the Government of the United Kingdom, this guide can provide creative spaces or any organization additional information on accessibility and means for escape in the event of an emergency for people with disabilities.

Resource:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/422202/9446_Means_of_Escape_v2_.pdf

6.4   MaRS Discovery District Guest Accessibility Package (Page 6)

Source: MaRS Discovery District

Summary: Includes a Safety and Security section, with emergency evacuation procedures for fire alarms, emergency evacuation, fire alarms, fire wardens for people with disabilities.

Resource: https://www.marsdd.com/wp-content/uploads/2019/03/MaRS-Guest-Accessibility-Package.pdf

6.5   Safety, Fire codes and Accessibility for Creative Spaces (Webinar)

Source: ArtsBuild Ontario

Summary: Martin Day, President of Safety Media Inc. and Marnie Peters, Accessibility Specialist share best practices for spaces around creating accessible safety plans and evacuation procedures for people with disabilities. This includes conveying safety and fire code plan in accessible formats and effectively communicating procedures to people with disabilities. They share tools and resources to support creative spaces.

Resource: http://artsbuildontario.adobeconnect.com/pi0aqmjp480w/

Please note, to view this webinar recording, you will need to download Adobe Connect. You can download the platform here: https://helpx.adobe.com/adobe-connect/connect-downloads-updates.html

7.0 Funding for Accessibility Projects in Creative Spaces

The following resources identify funding sources for accessibility projects in creative spaces – both for accessibility capital projects and accessible art in creative spaces. The grants for artists with a disability listed in this section are not intended to discourage artists from applying to other grants – however they are included in addition to existing funding opportunities for artists.

7.1 Funding for Projects for Built Environment Accessibility

7.1.1 Canada Cultural Spaces Fund

Source: Department of Canadian Heritage, Government of Canada

Summary: The Canada Cultural Spaces Fund (CCSF) supports the improvement of physical conditions for arts, heritage, culture and creative innovation. The Fund supports renovation and construction projects, the acquisition of specialized equipment and feasibility studies related to cultural spaces.

Resource: https://www.canada.ca/en/canadian-heritage/services/funding/cultural-spaces-fund.html

7.1.2 Enabling Accessibility Fund

Source: Employment and Social Development Canada, Government of Canada

Summary: The Enabling Accessibility Fund (EAF) provides funding for eligible capital projects that increase accessibility for people with disabilities in Canadian communities and workplaces, creating more opportunities for people with disabilities to participate in community activities, programs and services, or access employment opportunities.

Resource: https://www.canada.ca/en/employment-social-development/services/funding/enabling-accessibility-fund-small-projects.html

7.1.3 Ontario Trillium Foundation (OTF) – Capital Stream

Source: Ontario Trillium Foundation

Summary: Grants that broaden access, improve community spaces to achieve a Priority Outcome based on OTF's guidelines. Activities funded include buying and installing equipment, doing renovations, installations and repairs, building structures or spaces, and making use of technical resources.

Resource: https://otf.ca/what-we-fund/investment-streams/capital-grants

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7.1.4   Finding Funding for Your Capital Project

Source: ArtsBuild Ontario

Summary: A list of grants and alternative methods of financing for arts organizations taking on a creative space project.

Resource: https://www.artsbuildontario.ca/financing/finding-funds/

7.2   Funding for Accessible Programming Projects

7.2.1   Deaf Artists and Artists with Disabilities

Source: Ontario Arts Council (OAC)

Summary: The Ontario Arts Council has introduced three granting programs for Deaf Artists and Artists with Disabilities. These include Dance Training Projects: Equity and Access, Deaf and Disability Art Projects, and Deaf and Disability Arts Projects: Materials for Visual Artists. The OAC offers up to $500 in support for completing applications and recommend requesting support at least six weeks before the application deadline.

Resource: http://www.arts.on.ca/grants/priority-group/deaf-artists-and-artists-with-disabilities?lang=en-ca

7.2.2   Support for Canada Council for the Arts Grant Applications

Source: Canada Council for the Arts

Summary: This page includes the Canada Council for the Arts commitment to equity within its programs. It includes information on support for Application Assistance as well as their Access Support Fund for specific services to complete a project funded by Canada Council.

Resource: https://canadacouncil.ca/commitments/equity#panel-search

7.3   Funding for Accessible Employment

7.3.1   Opportunities Fund for People with Disabilities

Source: Employment and Social Development Canada, Government of Canada

Summary: The Opportunities Fund for Persons with Disabilities assists persons with disabilities to prepare for, obtain and maintain employment. It supports persons with disabilities in overcoming barriers to participation in the Canadian labour market, and it supports employers to hire persons with disabilities.

Resource: https://www.canada.ca/en/employment-social-development/programs/opportunity-fund-disability.html

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8.0   Conclusion

ArtsBuild Ontario hopes you find this toolkit helpful in making your creative spaces more accessible and inclusive to people of all sizes, ages and abilities and disabilities. We realize this toolkit is just the beginning of the work needed and encourage readers to use these and other resources to support your accessibility goals.

If you have any questions, comments, suggestions, ideas, or new information, please do not hesitate to contact us:

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Email: info@artsbuildontario.ca
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Ontario Ministry for Seniors and Accessibility
Address: College Park 6th Flr, 777 Bay St, Toronto, ON M7A 1S5
Phone: 416-849-8276 or 1-866-515-2025
Contact Form: https://www.ontario.ca/feedback/contact-us?id=51354&nid=52960
Website: www.ontario.ca/accessibility