

**NSCAD
University
Accessibility
Framework**

2022-27

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Our vision

Informed by the past, engaged by the present, looking to the future, and guided by the intention to make positive change, NSCAD University is a beacon to those who seek to know the world as it is and to create what it might be.

Our mission

NSCAD University is an immersive, rigorous, and supportive academic community where members are known and celebrated for their creativity and differences. Through active inquiry we identify, define, and approach the complexities of our world, challenge conventional thinking, and create value and economic impact through art, media, craft and design.

The core values that define and inspire us

As described in the Academic Plan: Opportunity and Belonging, 2020-25, NSCAD is a unique and beloved educational community, recognized internationally for its leadership and innovation in creative practice, research and pedagogy. NSCAD is Nova Scotia's university for creative careers, art and research. NSCAD is committed to collectively leveraging its unique strengths and resources to advance the economic, social and cultural well-being of all Nova Scotians (long-standing and newcomers).

NSCAD's graduates are uniquely placed to thrive in the emerging creative structures globally. At NSCAD, creative thinkers foment new ideas. With its studio-based, experiential, work-integrated, iterative, collaborative, technology-enabled, and critique-based andragogies, NSCAD is the ideal preparation for the anticipated futures and the attendant surprises. NSCAD must be ready to take a leadership role in articulating the values and principles of the emerging reality (first among these values is sustainability—environmental, fiscal, creative, and social) and advocating for creative futures. We must lead by example.

Students, Faculty and Staff

In 2021, NSCAD conducted its first [census](#). Thirteen per cent of faculty and staff self-identified as a person with a disability; and 35% of students self-identified as a person with a disability. The 2021 NSCAD census data suggests that faculty and staff experience disability at the same rate as the general population; it is noteworthy that disability is nearly three times more prevalent in the student body.

Who	Percentage
Faculty/ Staff	13%
Students	35%

3. NSCAD University's commitment to accessibility

NSCAD University is committed to maintaining the dignity and independence of all members of its support and teaching staff, its students and all visitors to the campus. NSCAD seeks to ensure that NSCAD campus is inclusive, and that each person enjoys free and unhindered access to NSCAD's programs, goods, services, facilities, communications, events and employment opportunities.

4. Responsibilities and delegation of powers

Anyone acting on behalf of NSCAD is responsible for being aware of and meeting the accessibility standards, for working together to meet these standards and for creating a working, teaching and learning environment that is inclusive.

The Vice-President (Academic & Research) and Provost is responsible for compliance with the accessibility standards. This office oversees the development of NSCAD's Accessibility Plan and delegates authority and responsibilities to the individuals holding the roles below and the following units to ensure the Accessibility Plan is implemented.

- Communications
- Dean, academic directors, and chairs
- Managers and directors in administrative areas
- Finance
- Operations (Facilities, IT, HR)
- Accessibility Advisory Committee

NSCAD Accessibility Advisory Committee was created in fall 2020. It provides advice to NSCAD's senior administration on identifying, preventing, and eliminating barriers to people with disabilities

5. Summary table of Accessibility Actions

Goals	2022-27 Initiatives	Proposed Actions (Reviewed by Accessibility Committee)
<p>1. Awareness and Capacity Building</p> <p>NSCAD develops and implements policies and procedures that will incorporate the basic principles of accessibility — dignity, independence, integration and equity.</p>	<p>Develop multi-year institutional accessibility plan (annually reviewed).</p> <p>Develop accessibility policy and associated administrative</p>	

Goals	2022-27 Initiatives	Proposed Actions (Reviewed by Accessibility Committee)
		<p>accessibility initiatives. Complement guideline roll out with workshop to solitee)</p>

Goals	2022-27 Initiatives	
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Goals	2022-27 Initiatives	Proposed Actions (Reviewed by Accessibility Committee)
	<p>procedure as it relates to accessibility.</p>	<p>conversation about disability supports with incoming students</p> <p>Develop and implement guidelines (Terms of reference, MOUs) for engaging with external disability service providers (e.g., ASL interpreters to support students at university events)</p> <p>Assess NSCAD proficiency with the use of assistive technology</p>

6. Next Steps

Monitor progress and success of the plan throughout the next five years by:

- Assessing and evaluating the framework
- Reframing objectives as required

7. Conclusion

NSCAD has made considerable progress over the last few years in defining barriers on campus in order to make it a more accessible space for all members of NSCAD community. While the built environment poses challenges for adaptation, all the accomplishments described in this document have been possible through the efforts and

Appendix 1

Definitions

Definitions

1. **Accessibility:** giving people of all abilities opportunities to participate fully in everyday life.
2. **Accessible format:** A presentation of information that uses large print, recorded audio and electronic format, braille or other formats usable by persons with disabilities.
3. **Barrier:** Anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice.

4. **Disability:**

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Appendix 2
ReachAbility Recommendations from
NSCAD + You. Moving Accessibility Forward, 2021.

castors on them so they can be moved easily and stowed away under tables when space is needed; add castors to all current storage units to increase use and accessibility. Replacing all desks and tables with those that are adjustable in height (these can be moved to the new space when relocation happens)

Work with Indigenous Leaders on decolonization processes, reconciliation practices and ensuring Culturally Responsive Pedagogy.

Adjust the height of everything that needs to be used regularly or in an emergency to accessible height of 1100mm (i.e., fire extinguishers, light switches, paper towel, soap, etc.), and all outlets that are for student faculty regular use raised to an accessible height of 440mm.

Ensure there are visual and auditory fire alarms and that emergency plans with muster stations for people in wheelchairs are clearly visible and on each floor.

Ensuring all lighting is LED and adjustable

Appendix 3

Accessibility Working Group Members

2021-22:

Laura Caswell (Vice-Chair, 2020-22)

Carleana de Wilde

Leanne Dowe

Ann-Barbara Graff

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