

Accessibility Commitment
2023 – 2025



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Selkirk College acknowledges the traditional territories of the First Nations of the West Kootenay and Boundary regions: the Sinixt (Lakes), the Syilx (Okanagan), the Ktunaxa and the Secwépemc (Shuswap) Peoples. The mountains, rivers, lakes and these territories have sustained life and human communities since time immemorial. Learning and education have been part of this land for millennia. Selkirk College is grateful to the keepers of these territories where we live and learn, and the wisdom and beauty that surround us.

The Selkirk College Accessibility Commitment: 2023 – 2025

Purpose of this Commitment

The Accessibility Commitment has been developed to enhance and grow the work of Selkirk College in meeting its values of community, access, respect and excellence. The plan also serves to comply with changes to the Accessible BC Act (the Act), which received royal assent on June 17, 2021 (Disability Alliance BC, 2023, p. 8).

Disability Alliance BC's Developing Your First Accessibility Plan (2023) notes:

Part 3 of The Act describes requirements for government and other Prescribed Organizations to address accessibility. Part 3 of the Accessible BC Act requires organizations listed in the regulation to:

- Establish an accessibility committee
- Develop an accessibility plan
- Create a tool to receive public feedback on accessibility

As a prescribed organization, Selkirk College seeks to meet the requirements of the Act, and further, meet our commitment to learners and our community.

As Selkirk College's first formal Accessibility Commitment, this framework will provide the foundation for a future plan.



Definitions and Existing Policies

All definitions in this commitment are guided by Part 1 of the Accessible BC Act, Selkirk College Policy 6015: Accommodation, and Selkirk College Policy 3303: Accessibility Services for Students with Specific Disabilities (or equivalent/revised policies as approved through Selkirk College's governance process dealing with employee, learner and community access).

Guiding Framework and Principles

The Selkirk College Accessibility Commitment is framed around the eight legislated types of accessibility standards:

- Employment
- Delivery of services
- The built environment
- Information and communications
- Transportation
- Health
- Education
- Procurement

(Disability Alliance BC, 2023, p. 23)

The commitment is also guided by the principles of the legislation, which require:

- Inclusion
- Adaptability
- Diversity
- Collaboration
- Self-determination
- Universal design

(Disability Alliance BC, 2023, p. 24)

Accessibility Committee

The Selkirk College Accessibility Committee approved and directed the commitment. The work of the Accessibility Committee is guided first by legislation and second by Selkirk College's mission, vision, values and commitments, which form the basis of the college's strategic plans.

The committee will consist of the following (at minimum) with further details provided through a formal Terms of Reference:

- Representative(s) with lived experience with accessibility and disability
- A representative engaged with staff accessibility and policy
- A representative engaged with student accessibility and policy
- A representative with lived experience in Indigenous knowing

The role, scope and goals of the committee will be expanded as formalized work continues to evolve.

Commitment Objectives

This commitment focuses on Selkirk College's dedication to establishing the structure and foundations to support future accessibility work. Selkirk College organizes this commitment around a two-year timeframe, prioritizing a future three-year renewal cycle as required by legislation (Disability Alliance BC, 2023, p. 35).

Key Priorities

Selkirk College's commitments to its staff, faculty, students and community have ensured that accessibility conversations have been frequent and present throughout our institution's history. The key priorities of this commitment are to build foundational structures, as specified in the Act, to comply with new legislative requirements. This includes work to:

- Establish an accessibility committee
- Develop an accessibility plan
- Create a tool to receive public feedback on accessibility

(Disability Alliance BC, 2023, p. 8)

These requirements form the key objectives of this report (see Appendix A).

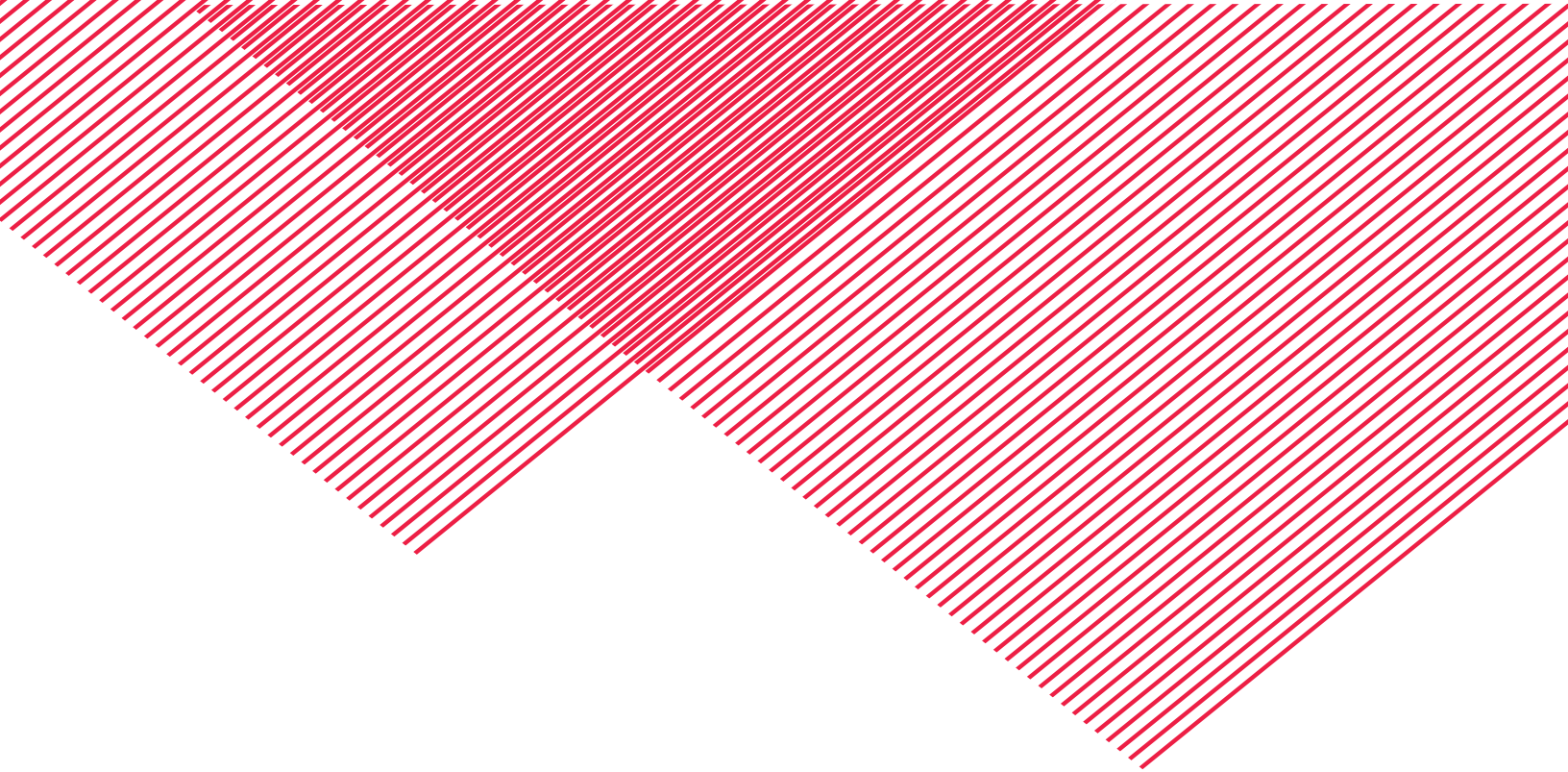
References

Disability Alliance BC. (2023). *Developing Your First Accessibility Plan: A Guide for BC Prescribed Organizations*. Vancouver, BC: Disability Alliance BC.

Appendix A: Key objectives

Key Objectives	Outcome	Target Year 1	Target Year 2
1. Formalize Accessibility Committee Structure	Selkirk College has a core, accessibility committee with a formalized structure.	Terms of Reference are submitted to the president for approval.	
2. Reconcile Efforts Across The College, Community and Province to Support the Development of a Robust and Comprehensive Accessibility Plan	A three-year Selkirk College accessibility commitment spanning 2025–2028.	The Accessibility Committee creates a comprehensive action plan with timelines for a finalized plan to be published March 2025. The president approves the action plan.	The development of an Accessibility Plan that brings together the previous work and plans from the Education, Student and Human Resource teams, as well as feedback from the community published March 2025.
3. Tool For Public Feedback On Accessibility	A three-year Selkirk College accessibility commitment spanning 2025–2028. A public-facing tool (e.g., a button on the website with an option for anonymity) through which the public can provide feedback on accessibility. Relevant feedback is incorporated into Selkirk College’s best practices, procedures and policy.	Scope the requirements of a public-facing feedback tool and launch feedback mechanism.	Review and improve feedback mechanism.

Key Objectives	Outcome	Target Year 1	Target Year 2
4. Identify Key Stakeholders	A comprehensive understanding that can be included in the March 2025 report of key stakeholders in Selkirk College’s Accessibility Commitment that includes staff, faculty, student and community.	Reconcile stakeholders from across the college and external community explore gaps and opportunities.	Incorporate key stakeholders into the development and publication of the 2025–2028 Accessibility Plan.
5. Engage With Community Feedback	Selkirk College is responsive to and improves via community feedback.		Engage with feedback provided through the public feedback tool, assess gaps in operational action and make recommendations for improvement in the 2025/26 – 2027/28 Accessibility Plan.
6. Ensure Policy Alignment With Act	Policies related to accessibility at Selkirk College are aligned with the Act and one another.	Planning/research	Policies are aligned with the Act and formally approved.



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