



CITY OF
SWIFT CURRENT

2026-2028 ACCESSIBILITY PLAN

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Please note this document is deliberately spaced and formatted for accessibility. If you require an alternate format, please contact our Community Services Division at 306-778-2787 or communityservices@swiftcurrent.ca.

In the spirit of Respect and Reconciliation, we acknowledge that we are on Treaty 4 territory, the ancestral land of the Cree, Anishinabek, Dakota, Nakota, and Lakota Nations and the homelands of the Metis people.

Welcome from the Mayor

The City of Swift Current is guided by five core values: Integrity, Unity, Responsibility, Leadership, and Play. These values shape how we plan, make decisions, and serve our community.

Accessibility reflects these values. We're committed to listening, learning, and working with people who know accessibility best. Together, we'll identify gaps, make improvements, and build a future where everyone feels welcome and included.



Sincerely,

A handwritten signature in black ink, appearing to read 'Al Bridal'. The signature is fluid and cursive, with a long, sweeping tail that extends to the right.

Mayor Al Bridal
City of Swift Current

Executive summary

Introduction and purpose

Inclusion is one of the City of Swift Current's core values and guides how we serve our residents, business communities, staff, and visitors.

According to the 2022 Canadian Survey on Disability, 8 million Canadians—more than 27 per cent of the population—have a disability. Among seniors, that rate rises to 40 per cent. As the Canadian population continues to age, these trends emphasize the growing importance of creating accessible environments.

Our Accessibility Plan supports the City of Swift Current's strategic priorities for inclusive growth, community health, and economic vitality. It outlines the main priorities and actions we will focus on over the next three years to make the City more accessible for everyone.

Our engagement process

With the support from our partners at accessibility consulting firm [Squarely Accessible](#), the City of Swift Current launched a public consultation process to gather feedback from people living with disabilities and others in our community to make sure our Accessibility Plan reflects real experiences and needs.

As part of this process, the City:

- Established an Accessibility Advisory Group of nine members, which provided strategic guidance, personal opinion, advice, and support to the City in improving accessibility in our policies, services and spaces.
- Held focus groups with 14 residents living with disabilities, business owners, and nonprofit organizations that serve, support, or represent people with disabilities.

- Launched a City-wide digital survey that received 296 responses, which allowed us to gain a more complete, diverse understanding of accessibility in Swift Current.

What we heard

A committee of City staff worked with our partners at [Squarely Accessible](#) to review all of the feedback to make our policies, services, and spaces more accessible and inclusive.

A recurring theme in the feedback was the need for the City to take a proactive approach to accessibility planning, rather than addressing issues only once they are identified.

Across our engagement activities, common themes included barriers in built environments, which make many of the City's core buildings challenging for some people to access or use. These barriers include but are not limited to parking, washrooms, physical infrastructure, travel paths, and signage.

Other highlighted areas included information sharing, transportation, sidewalks and snow removal, accessible housing, emergency preparedness and attitudinal barriers.

Our priorities

The City of Swift Current's work will be organized around six priority areas, each supported by specific short-term and long-term actions.

- **Built Environment:**
 - Enhance the accessibility of built environments in the City's core spaces.
 - Embed accessibility and inclusion into policy and bylaw updates.
- **Information and Communications:** Strengthen inclusive communication, information sharing, and public engagement.
- **Transportation:** Increase availability of accessible transportation.
- **Service Delivery:** Embed accessibility and inclusion into safety and emergency planning.
- **Employment:** Enhance staff training in accessibility and inclusion.
- **Attitudes:** Play a leadership role in building a more inclusive culture through accessibility.

Swift Current at a glance



17K
residents



8K
households

Located in Southwest Saskatchewan, the City of Swift Current is found along the Trans-Canada Highway.

As the region's retail and cultural hub, Swift Current boasts a growing population of almost 17,000 people, with nearly 8,000 households calling it home.

Swift Current is a connected, healthy community with a familiar small-town feel. Supporting a mix of small and medium-sized enterprises, its thriving business community has a strong foundation built upon industries like agriculture, manufacturing, oil, and gas.

Our vision

A vital and thriving community to live, work, visit, and play.

Our mission

We provide quality municipal experiences that are inclusive and welcoming to all. Through continuous improvement and innovation, we enhance our services to foster community wellbeing, prosperity, and value.

Our values

- Integrity – Commitment to our word and actions, with open, honest communication that builds trust.
- Unity – Inclusive and welcoming to all, founded on mutual respect and a common vision for our future.
- Responsibility – Making thoughtful informed decisions to advance our City, as accountable stewards of our resources.
- Leadership – Approach that is visionary, progressive, and futuristic, supported by strategic action for a thriving City for years to come.
- Play – Creating healthy, safe spaces and places where families can experience fun, enjoyment, and leisure.

The City of Swift Current's commitment to accessibility

Understanding accessibility

[*The Accessible Saskatchewan Act*](#) defines a barrier as anything that hinders or challenges the full and equal participation in society of persons with disabilities.

It includes but is not restricted to physical, intellectual, cognitive, learning, communication, or sensory disabilities. These can be permanent, temporary, or episodic, and may be visible or non-visible.

When spaces are not designed to include everyone, they create unnecessary barriers.

By identifying, removing, and preventing accessibility barriers, we make it easier for everyone to participate. Using the [principles of universal design](#), we know designing for accessibility doesn't just benefit people with disabilities; it makes environments and systems better for all.

Learning about the barriers that people with disabilities experience is an important step toward creating a fair and inclusive society. The *Accessible Saskatchewan Act* outlines several key areas:

- Built Environment (buildings, places, and spaces).
- Information and Communications (standards that make giving and receiving information accessible for persons with disabilities).
- Transportation (buses and taxis).
- Service Animals (public education and public access).
- Service Delivery (getting goods, services, or programs).
- Employment (hiring and workplace standards).

- Procurement (buying goods and services).

Some examples of common barriers include physical barriers, information and communications-related barriers, and attitudinal barriers.

Physical barriers

Physical barriers exist when spaces are designed in ways that prevent or limit mobility or access.

For example:

- Hosting public events at a venue that is only accessible by stairs.
- Parking lots without curb cuts that make it difficult to access sidewalks. Washrooms that lack accessible stalls or automatic door openers.
- Doorknobs that cannot be turned by a person with limited dexterity or strength.

Information and communications barriers

Information and communications barriers exist when information or material is shared in a way that is not accessible to all people.

For example:

- Using small print that is hard to read.
- Websites and documents that are not accessible for people who use assistive technology.
- Only providing customers with one option to contact your organization (such as by phone) instead of multiple options.

Attitudinal barriers

Attitudinal barriers exist when people act or think based on false assumptions.

For example:

- Not including persons with disabilities in decisions that impact them.
- Assuming that all persons with disabilities require the same accommodations instead of asking how or if they want to be supported.
- Speaking to an aid or interpreter instead of directly to a person with a disability.
- Avoiding a person with a disability for fear of offending them.

Our statement of commitment

Accessibility is a basic human right.

This right is affirmed in the [Canadian Charter of Rights and Freedoms](#). Since the Charter's formal recognition in 1982, accessibility laws across Canada have helped bring these values to life, turning values into real protections and inclusive practices.

To support this commitment, the Government of Saskatchewan introduced [The Accessible Saskatchewan Act](#) (2023), which requires certain public-sector organizations to create and publish accessibility plans. The Accessible Saskatchewan Regulations (SR 108/2023) list the City of Swift Current as one of those organizations.

Because of this, the City must publish its first accessibility plan by Dec. 3, 2025, and review and update it at least every three years. The plan must be developed with input from people with disabilities and must include a way for the public to share feedback.

Our work is also guided by the [Saskatchewan Human Rights Code](#). We believe accessibility benefits **all** members of our community.

In keeping with the [Truth and Reconciliation Commission of Canada's Calls to Action](#), we will seek culturally responsive approaches to accessibility wherever appropriate.



Overview of current initiatives

Inclusion is one of our core values and guides how we serve our residents, business communities, staff, and visitors.

As we developed our Accessibility Plan, we began by reflecting on where we are today. The next section offers a closer look at some of the key supports already in place.

A snapshot of Swift Current

The City of Swift Current provides a wide range of services to support our diverse community as they live, work, and play.

Accessibility is an important part of how we plan and deliver these services, and each department contributes in different ways. Our key service areas include, but are not limited to:

- **Swift Current Airport and Transit Services**, including [Swift Transit](#) (fixed-route public transit) and Access Transit (paratransit).
- **Infrastructure and Operations**, responsible for maintaining safe, navigable routes and infrastructure (e.g., snow clearing, street maintenance, sidewalk repair, signage).
- **Asset Management and Engineering**, overseeing sidewalk replacements, road rehabilitation, and major capital projects.
- [Emergency Services](#), including the fire department and local Royal Canadian Mounted Police detachment.
- [Corporate Services](#), providing internal support and some public-facing functions like [Financial Services](#).
- **Building and Bylaw**, assisting residents with bylaw matters and building codes and permits.

- [Light and Power](#), supplying reliable energy to homes, businesses, and community facilities.
- [Community Services](#), planning and operating Swift Current's abundant parks and many of the facilities that support [recreation](#), [parks](#), and [culture](#) opportunities.



The City of Swift Current is guided by several key planning documents that shape how we plan for growth and serve our community. They reflect our shared vision for a safe, inclusive, and accessible city.

Accessibility is a common thread running through each plan, ensuring the needs of people of all ages and abilities are considered in planning and service delivery.

The documents include:

- [Official Community Plan](#)
- [Recreation, Parks and Culture Master Plan](#)
- [Downtown Master Plan](#)
- Transportation Master Plan
- [2022-2027 Strategic Plan](#)
- Inclusion and Access for Community Recreation Programs (under review)



We've outlined some of our current and past initiatives, reflecting our commitment to coordinated progress toward accessibility and inclusion.

While it's not possible to list every achievement, the examples below provide a snapshot of our ongoing efforts.

Advancing accessibility in recreation and events

Many of our recreational and event facilities are moving forward and becoming equipped with accessible washrooms and interior public areas, as well as a range of adaptive equipment and supports like:

- microphones for events
- handheld listening devices compatible with hearing aids at Swift Current Museum (hearing loop)
- accessible picnic tables
- accessible community garden boxes
- accessible ramp access (Market Square stage)
- planned installation of automatic/powered doors



Accessibility in action: Plewis Automotive Group Inclusive Park

Swift Current's inclusive park was created with one purpose: to offer a welcoming space for all. It supports the cognitive, emotional, physical, and social development of people of all ages and abilities, reflecting our belief that play should be for everyone.

The first of its kind in Swift Current, the park features a 9,000-square-foot playground surface designed around the principles of inclusivity. The play structure has multiple entrance and egress points for individuals with mobility challenges.

The park also includes an adult change table in both family washrooms, another first for our community.

Other specific initiatives in our recreational and event facilities include:

- **[Magnus Newland Arena](#)**: Added custom-built, portable wheelchair platform and ramp for spectators with mobility issues, as well as bleacher upgrades and addition of safety and handrails.
- **Dickson Community Centre**: Purchased new classroom chairs that are more accessible, with the support of the [Living Sky Community Development Corporation Grant](#).
- **[Stockade building](#)**: Replaced sidewalk and concrete pad, which now includes a new wheelchair-accessible entry spot, and equipped main entrance doors with automatic openers.
- **Doc's Town**: Renovated washrooms to improve accessibility and inclusivity, creating a wider sidewalk to accommodate wheelchairs and adding accessible counters and wheelchair-friendly doors with push-button openers.
- **[InnovationPlex](#)**: Added elevator and accessible washrooms.
- **RC Dahl Centre**: Built accessible washroom, added public computer stations with wheelchair access in library, and installed push buttons on all exterior doors.
- **Fairview Pool**: Added an accessible parking spot and ramp to facility entrance and a poolside wheelchair lift, as well as access steps with handrails in the dive tank (used seasonally).



Accessibility in action: Facility assessments

Creating spaces where everyone feels welcome and included is at the heart of a strong community. The City has engaged a consultant to conduct [Rick Hansen Foundation Facility Accessibility Assessments](#), beginning with the [Swift Current Aquatic Centre](#).

This comprehensive assessment evaluated both the interior and exterior environments, as well as the surrounding site, to identify opportunities for improving accessibility, considering universal design principles, building code requirements, national and international standards, and accessibility best practices and guidelines.

Accessible transportation and infrastructure

Convenient, well-designed accessible parking in the downtown core allows people of all abilities to access local businesses, services, and public spaces. The City of Swift Current has committed to a number of improvements to address accessibility challenges. Our key focus areas include:

- an annual sidewalk replacement program
- assessing and mapping accessible parking
- installation of more benches
- repairs of uneven surfaces
- improved connectivity for active transportation
- continued partnership with SaskAbilities on Access Transit

Accessibility in action: Trail Subdivision improvements

The City's Trail Subdivision includes multiple pathways that cross roadways currently unmarked by crosswalk signs or pavement markings.

Our improvement project aims to address these safety concerns by installing pedestrian crosswalk signage and pavement markings, and lowering the high-profile rolled curb to enhance safety and accessibility for everyone who uses the trail system.

Inclusive workplace practices

The City of Swift Current values an inclusive workplace where all employees have the opportunity to contribute their best. We are committed to meeting our obligations under *The Saskatchewan Employment Act*, Occupational Health and Safety legislation and human rights requirements.

Because our workforce includes a wide range of roles, the types of supports employees may need to perform their jobs effectively can vary.

When support is needed, the City works collaboratively with employees to identify reasonable solutions that meet both their needs and operational requirements.

Examples of supports may include:

- Changes to work schedules or temporary adjustments to job duties.
- Workspace or equipment changes, such as ergonomic tools or improved accessibility features.
- Communication and technology supports, including accessible formats or assistive technology.
- Health and safety measures tailored to individual needs, such as personal evacuation plans or alternate duties during extreme conditions.

Additionally, by strengthening our skills in accessibility, we can help ensure everyone, both within the City and in the communities we serve, can access information and participate fully. Several members of our team have already completed specialized training to enhance the accessibility of our digital spaces, including our website and social media channels.

We look forward to continuing to build our team's knowledge and expertise to further support an inclusive workplace.

Stronger together

The City of Swift Current stays connected with individuals and organizations that represent people with disabilities to understand their needs and perspectives better.

Our Community Services team frequently collaborates with [SaskAbilities](#), partnering on programs and events that support inclusion.

We also work in partnership with SaskAbilities to operate both our Access Transit and public transit system, as well as the recycling depot. Our partnership provides opportunities for local adults and children with disabilities to enhance their independence and participation in the community.



Our team also chairs an Interagency Committee that brings together representatives from SaskAbilities and other community organizations to strengthen related initiatives.

Engaging the Swift Current community

With the support from our partners at accessibility consulting firm [Squarely Accessible](#), we launched a public consultation process to gather feedback from people living with disabilities and others in our community to make sure our plan reflects real experiences and needs.

Accessibility Advisory Group

The City established an Accessibility Advisory Group (AAG). This group provided strategic guidance, personal opinion, advice, and support to the City in improving accessibility in our policies, services and spaces.

The AAG was made up of nine diverse community members and included:

- People with disabilities from across the community, who can share their personal experiences and the barriers they encounter in everyday life.
- People who provide services, support, or care to individuals with disabilities in the community.
- City staff who play a direct role in making City services and spaces more accessible.

Targeted focus groups

We held focus groups with residents living with disabilities, business owners, and nonprofit organizations that serve, support, or represent people with disabilities.

These sessions were held online and provided a safe space for open conversation, with participants sharing their thoughts on current accessibility gaps, how well existing supports are working, and how these supports can be improved to better meet everyone's needs.

An accessibility survey

In addition to the AAG’s work and the targeted focus groups, we recognized the importance of hearing from a wider range of voices in our community. In fall 2025, we launched a City-wide accessibility survey.

Participation was not limited to people with disabilities; everyone was encouraged to share their experiences, insights, and perspectives. This feedback allowed us to gain a more complete, diverse understanding of accessibility in Swift Current.



What we heard

A committee of City staff worked with our partners at [Squarely Accessible](#) to review all of the feedback to make our policies, services, and spaces more accessible and inclusive. These insights helped guide the next steps in our planning.

Through our engagement process, we identified barriers to accessibility and inclusion experienced by people with disabilities, along with strategies and techniques to begin removing these barriers.

We learned that people appreciate the City's ongoing work to support accessibility and inclusion. Many residents were especially glad to have an accessible playground to enjoy.

During the engagement process, participants said they felt listened to and valued the chance to help shape this plan. They also thanked the City of Swift Current for creating a meaningful engagement experience.

However, feedback from residents, businesses, and organizations within the City highlighted areas where more work is needed to address barriers.

We heard several common themes during our data collection:

Built Environment:

- Many of the City's core buildings still have barriers that make them hard for some people to access or use, including facilities under the City's jurisdiction. These barriers include but are not limited to parking, washrooms, physical infrastructure, travel paths, and signage.
- People raised concerns about the accessibility and safety of sidewalks, along with snow removal in busy pedestrian areas.
- Accessible housing is limited, affecting residents' ability to stay in the City.
- The City should focus on making all spaces welcoming and accessible for everyone, including people with disabilities.

Information and Communications:

- The City should make it easier to learn about and join community events that promote inclusion for everyone.
- Many people noted they experience barriers accessing information and digital resources provided and produced by the City.

Transportation:

- Accessible transportation is a barrier for many residents. Specific issues focused on availability, lack of options, and flexibility.

Service Delivery:

- The City needs to focus on planning for accessibility before problems happen, rather than fixing issues only after they are identified.
- Residents experience barriers about planning and preparing for emergencies.

Employment:

- Employment is important for helping people with disabilities thrive in the community and reach their full potential.

Attitudes:

- Residents experience attitudinal and systemic barriers, particularly those with hidden or sensory disabilities.

Some of the supports and potential initiatives that would make the biggest difference to residents' quality of life include:

Built Environment:

- Updating buildings with universal design features like barrier-free washrooms, elevators, power-assisted doors, and ramps.
- Improving travel paths, sidewalks, and snow removal.
- Working with partners to create more accessible housing in the City.

Information and Communications:

- Improving accessibility in digital spaces, including a webpage highlighting City accessibility.
- Creating the opportunity for continued conversation between residents and City officials, with ways to give feedback about accessibility.

Transportation:

- Extending the hours of accessible transportation services.

Service Delivery:

- Improving access to recreational facilities and programming.
- Increasing disability awareness and accessibility across City programs.

Employment:

- Providing more accessibility training for City staff.

Looking ahead: our path forward

Our Accessibility Plan supports the City of Swift Current's strategic priorities for inclusive growth, community health, and economic vitality. It also aligns with our goals to:

- **Advance Our Community** (enhancing community safety, wellbeing, and quality of life through accessible facilities, programs, and employment opportunities)
- **Strengthen Our People, Leadership, and Governance** (by fostering an inclusive culture that values participation for all)

This plan outlines the main priorities and actions we will focus on over the next three years to make the City more accessible for everyone.



Our priorities and actions: 2026 to 2028

Built Environment: Enhance the accessibility of built environments in the City's core spaces

Goal:

Make public buildings, sidewalks, curbs, and washrooms easier and safer for residents with disabilities to use.

2026-2028 actions:

Short term:

- Conduct an initial accessibility audit of civic facilities and downtown corridors, looking for opportunities to incorporate universal design principles.
- Conduct an initial accessibility audit of snow removal practices.

Medium term:

- Start fixing issues identified in the audit on curb and sidewalk renewal in the Main Street priority zone.
- Develop options to improve snow removal practices.

Long term:

- Start updating washrooms in major civic buildings and recreation facilities.

Built Environment: Embed accessibility and inclusion into policy and bylaw updates

Goal:

Continue to build accessibility and inclusion into municipal governance and policy and bylaw frameworks.

2026-2028 actions:

Short term:

- Review zoning and building bylaws for accessibility clauses.

Medium term:

- Adopt Accessibility Design Guidelines for developers.

Long term:

- Create an accessibility checklist for permits and inspections.

Information and Communications: Strengthen inclusive communication, information sharing, and public engagement

Goal:

Provide accessible, centralized communication channels for all residents, business communities, staff, and visitors.

2026-2028 actions:

Short term:

- Develop an accessible digital presence by:
 - Reviewing the City of Swift Current’s brand, and communication channels and materials, to make sure they follow accessibility best practices.
 - Expanding accessibility-focused resources and developing a way for people to give feedback.

Medium term:

- Update the City’s website, social media, and communications channels to meet current accessibility standards.
- Continue to train staff on accessible communication practices (for example, accessible documents, social media, and plain language).

Long term:

- Launch a public awareness campaign called “Accessibility is Everyone’s Business” to help residents and local businesses understand accessibility and why it matters. This could include creating helpful resources, like a guide for hosting accessible events in City spaces.

Transportation: Increase availability of accessible transportation

Goal:

Improve accessible transportation services so residents can fully take part in community life.

2026-2028 actions:

Short term:

- Review Access Transit operations and identify barriers.

Long term:

- Develop and launch a pilot program to test extended evening hours and same-day bookings.
- Review the pilot program and explore new models and partnerships for accessible transportation.

Service Delivery: Embed accessibility and inclusion into safety and emergency planning

Goal:

Build accessibility into emergency management plans and public safety systems.

2026-2028 actions:

Short term:

- Review and update existing emergency alert systems and evacuation routes for accessibility.

Medium term:

- Consider accessibility as the City develops emergency preparedness materials in multiple formats.

Long term:

- Conduct inclusive emergency drills with first responders and use learnings to continually update the emergency preparedness materials.

Employment: Enhance staff training in accessibility and inclusion

Goal:

Build municipal (City) staff's understanding of accessibility and inclusion, including hidden and less obvious disabilities, so they can confidently apply it in City programs and services. Through specialized, disability-focused training, staff can build essential accessibility skills and knowledge.

2026-2028 actions:

Short term:

- Review all staff training programs to check how much accessibility information is included, and update them as needed to follow current best practices.

Medium term:

- Include accessibility training as part of the City's onboarding and hiring processes.
- Build accessibility into regular training processes and provide annual accessibility-focused professional development opportunities for all departments.

Long term:

- Review recruitment, hiring, and onboarding processes to make them more accessible. This could include activities like creating inclusive job postings, encouraging applicants to indicate if they need supports, and reviewing job requirements (like driver's licences) to make sure they don't exclude people.

Attitudes: Play a leadership role in building a more inclusive culture through accessibility

Goal:

Promote a City-wide culture that supports accessibility and inclusion.

2026-2028 actions:

Short term:

- Create a City-wide Accessibility Leadership Network to share knowledge and encourage discussions on making spaces and services more inclusive, including areas not directly managed by the City.

Medium term:

- Develop protocols and incorporate accessibility in procurement, grants, and event planning.

Long term:

- Create an annual “Accessibility in Action” recognition program to celebrate organizations and individuals who promote accessibility and inclusion and influence culture change within the City.

Next steps

Monitoring our progress

Our Accessibility Plan outlines the City of Swift Current's activities for 2026 to 2028.

This plan is a living document that will grow and evolve with our community. We will review and update it every three years to show our progress, new ideas, and evolving best practices in accessibility.

Everyone has a role to play in making Swift Current a more accessible, inclusive city. By working closely with local businesses, organizations, and residents, we will strengthen our collective efforts. Your voice helps shape our shared path forward.

Contact us

We value your feedback and welcome members of the public to submit comments about our Accessibility Plan:

City of Swift Current

Community Services Division

Phone: 306-778-2787

Email: communityservices@swiftcurrent.ca

Appendix A: Glossary of common definitions

Ableism and Disability Oppression: Ableism or disability oppression is the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require 'fixing' and defines people by their disability. Ableism views typical abilities as the norm and devalues people who have physical, intellectual, psychiatric, sensory, or other disabilities.

Accommodation: Any technical aid or device, personal support, or disability-related support that a person may require. This can include, but is not limited to, accessible document formats, mobility supports to attend a meeting, interpretation or captioning services, or ensuring space has sensory-sensitive features.

Adaptability: The ability to be modified for a new use or purpose. Disability and accessibility are evolving concepts that change as services, technology, and attitudes change.

Alternate formats: Alternate ways of providing information beyond traditional printed material. Examples include large print, text-only documents, and Braille.

Alternative text: Also referred to as alt tags or alt attributes. Alternative text provides a verbal description of a visual or graph for individuals with visual impairments who use screen readers.

Barrier: Anything that hinders or challenges the full and equal participation in society of persons with disabilities.

Captioning: Text at the bottom of the screen (television/video) allows people to access spoken dialogue and distinct noises. Closed captioning is similar, but the text must be decoded to appear on the screen.

Disability: Any impairment that, in interaction with a barrier, hinders an individual's full and equal participation in society. Disabilities can be permanent, temporary or episodic in nature, and may or may not be evident. There are many types of disabilities that people experience, including physical, mental, intellectual, cognitive, learning, communication, and sensory impairments.

Diversity: Recognizing that each person is unique and has different backgrounds. Diversity means including or involving people from a range of different social or ethnic backgrounds and of different genders, sexual orientations, disabilities, etc.

Inclusion: Providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as individuals with physical or intellectual disabilities and members of other minority groups.

Gender diversity: Gender diversity encompasses the recognition and celebration of individuals whose gender identities and expressions fall outside of the traditional binary of male and female.

Large print: Printed information provided in a large font size (18 pt or larger) for people who have low vision or varying disabilities.

Neurodiversity: Neurodiversity acknowledges that differences in how brains function are normal variations, not deficits, and embraces the diverse ways people think, learn, and interact with the world.

Plain language: Clear, conversational communication that makes sense to the intended audience. The goal of plain language is to communicate so clearly that the intended audience can easily find what they need, understand what they find, and use the information.

Self-determination: People are empowered to make their own choices and control their own lives.

Service animal: The Saskatchewan Human Rights Commission defines a service animal as an animal with specialized training to assist a person with a recognized physical and/or mental disability.

Universal design: Universal design means making things safer, easier and more convenient for everyone. It involves a range of design concepts, including design of products, or spaces and environments, to provide access in a way that respects all abilities.