



Accessibility Plan 2025-2028



Contents

1. Purpose & Commitment.....	3
2. Guiding Principles.....	3
3. Consultation Process.....	3
4. Accessibility Barriers Identified.....	4
Physical Barriers.....	4
Digital / Technological / Communication Barriers.....	4
Attitudinal & Systemic Barriers.....	4
5. Accessibility Actions by Strategic Goal.....	5
6. Monitoring & Accountability.....	6
7. Feedback & Reporting.....	6
8. Conclusion.....	7



1. Purpose & Commitment

SIIT is committed to removing and preventing barriers for students, employees, and visitors by fostering accessibility, inclusion, and Indigenous values. This plan aligns with **The Accessible Saskatchewan Act** and SIIT's Strategic Goals to:

- Advance innovation for learners
- Elevate relationships with communities and partners
- Nurture safe, inclusive environments
- Secure a sustainable, accessible future

2. Guiding Principles

The plan will be developed and implemented with the principles of:

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

3. Consultation Process

To meet legislative requirements, SIIT will:

1. Survey students and employees to gather input on barriers and accessibility needs.
 - Key survey questions will ask if the respondent has a disability, the type(s) of disability, barriers experienced, and suggestions to remove/reduce barriers.
2. Analyze survey feedback and identify recurring themes.



3. Hold focus groups, talking circles, or one-on-one meetings with individuals who identify as having a disability.
4. Engage key internal groups (HR, Student Wellness Supports, Facilities) and external partners where relevant.
5. Provide ongoing feedback channels.

4. Accessibility Barriers Identified

Barriers are listed below, along with the percentage of survey respondents who identified each one:

Physical Barriers

- These barriers were reported by 25% of respondents
- Wheelchair accessibility in buildings and classrooms, elevator and elevator outages with no accessible alternatives, accessibility signage, parking accessibility, mobility challenges at practicum locations and new program facilities

Digital / Technological / Communication Barriers

- These barriers were identified by 24% of respondents
- Screen size, no alternative formats provided for course materials or communications, websites, documents or portals that are not accessible

Attitudinal & Systemic Barriers

- These barriers were identified by 10% of respondents
- Stigma around disabilities, fear of judgment when requesting accommodations, general awareness and sensitivity, culturally safe and inclusive supports
- Lack of accessibility policies & procedures, consistent accommodation practices across programs, consistent access to support



5. Accessibility Actions by Strategic Goal

Strategic Goal	Short-Term Actions (1 year)	Medium-Term Actions (2-3 Years)	Long-Term Actions (3+ Years)
Goal 1 – Advance an Innovation Agenda for Learners	- Share resources on accommodations and assistive technologies.	- Review and update digital platforms and course materials for accessibility. - Embed accessibility and Universal Design for Learning (UDL) principles in course learning, delivery and outcomes into programs. - Continue to expand student supports (IEPs, IWPs, assessments).	- Plan new programs and spaces with UDL and accessibility built in from the start.
Goal 2 – Elevate Relationships with Communities and Partners	- Engage Elders, Knowledge Keepers, and communities in conversations about culturally-grounded accessibility.	- Build partnerships with industry and disability organizations to support accessible learning and employment pathways.	- Share SIIT accessibility practices broadly and collaborate across institutions.
Goal 3 – Nurture Safe, Inclusive, and Balanced Environments	- Offer PD sessions (e.g., Mental Health First Aid). - Provide resources to staff to support students with disabilities. - Increase student awareness and reduce stigma through conversations and presentations.	- Provide ongoing accessibility & inclusion training for staff. - Continue with SIIT accessibility working group. - Explore options to ensure employees can attend training or take wellness breaks.	- Establish an Accessibility Advisory Committee (with SMEs) to guide continuous improvement.



Goal 4 – Secure Our Future	<ul style="list-style-type: none"> - Improve clarity and consistency in communication across platforms. - Add a centralized accessibility resource tab in MyEagle. - Explore lift chairs and safe evacuation supports. 	<ul style="list-style-type: none"> - Consider flexible scheduling or placement options for students with chronic conditions. - Offer alternative practicum or project pathways that respond to different accessibility needs - Strengthen policy and procedures to ensure consistent accommodation access. 	<ul style="list-style-type: none"> - Ensure all campuses are physically accessible (doors, elevators, washrooms, layouts). - Pursue sustainable funding for long-term accessibility improvements. - Implement a standardized accessibility checklist for all new program sites. - Collect and use accessibility data to guide planning and governance. - Develop risk mitigation strategies to prevent accessibility barriers.
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KPIs: Number of barriers removed, participation in training, accessibility feedback scores, usage of accommodations/supports.

6. Monitoring & Accountability

- Annual review and update of the plan
- Progress measured through data collection, consultations, and reporting to senior executive
- Continuity of working group

7. Feedback & Reporting

- Plans will be published on the SIIT website, myEagle, and student spaces in accessible formats
- Ongoing feedback options: email, phone, online form



8. Conclusion

SIIT is committed to improving accessibility at our locations and will review and update this plan every three years. The actions outlined in this plan are intended to improve the accessibility SIIT programs and services and remove barriers that persons with disabilities experience.