# UFV Accessibility Committee

# Terms of Reference

## Territory Acknowledgement

Long before Canada was formed, the Stó:lō (people of the river) occupied the land on which UFV is located. They lived in the Fraser Valley and lower Fraser Canyon of British Columbia and they spoke Halq'eméylem, also known as the upriver dialect.

UFV recognizes and honours the contribution that Indigenous people have made — and continue to make — to our community. UFV supports Indigenous learners and honours Indigenous ways of knowing. We express our gratitude and respect for the honour of living and working in this territory.

## Purpose

The University of the Fraser Valley’s *Accessibility Committee* (“the AC”) is established pursuant to Part 3 of the [*Accessible British Columbia Act*](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019) (“the Act”), and provides advice to the *UFV Accessible British Columbia Act Steering Committee* (“the ABCASC”)

The AC provides advice on identifying, removing, preventing, and eliminating barriers to individuals in or interacting with, the organization. The committee plays a vital role in helping UFV become a more accessible community, in dismantling ableism, and in fulfilling its obligations under the Act.

## Definitions

**Ableism:** “A view or attitude that treats people without disabilities as “normal” and those with disabilities as “abnormal,” “inferior,” or “other.” Ableism can be both intentional and unintentional.”[[1]](#footnote-2)

**Barrier:** “Anything that hinders the full and equal participation of a person with an impairment… Barriers can be (a) caused by environments, attitudes, practices, policies, information, communications, or technologies, and (b) affected by intersecting forms of discrimination.”[[2]](#footnote-3)

**Disability:** “An inability to participate fully and equally in society as a result of the interaction of an impairment and a barrier.​”[[3]](#footnote-4)

**Impairment**: Includes a physical, sensory, mental, intellectual, or cognitive impairment, whether permanent, temporary, or episodic.​”[[4]](#footnote-5)

## Role

1. Provide insight on the Accessibility Plan and on a mechanism for public feedback on accessibility in accordance with the Act.
2. Review data that provides information on accessibility barriers that students, faculty, staff, and visitors experience or may experience while interacting with UFV.
3. Consider and share any insights around feedback that UFV has received about the Accessibility Plan and/or the public feedback mechanisms.
4. Serve as a resource on issues received from public feedback related to accessibility.
5. Share information on best practices and innovations on accessibility issues.
6. Promote accessibility at UFV.
7. As requested, provide advice or support to the ABCASC in respect of any other aspect of the implementation of the Act.

## Committee Membership and Composition

The strength of the Accessibility Committee is in its emphasis on prioritizing the voices of those who personally experience accessibility challenges and/or barriers and those who support individuals who experience accessibility challenges and/or barriers. It is also in the diversity of its membership which, to the extent that it is possible, will reflect the diversity of those who work, engage, and learn at UFV. As such, the experiences members bring and the identities they claim are assets to this work.

The AC consists of a maximum of 15 members as follows:

**Chair**

* + ABCASC member

**Ex Officio Voting Members**

* + Human Resources Advisor, Health & Disability Management
  + Human Rights Advisor, Office of Equity, Diversity, Inclusion, and Human Rights
  + Manager, Centre for Accessibility Services, or designate
  + Workplace TASK (Training in Attitudes, Skills, and Knowledge) Coordinator, or designate
  + At least one Indigenous member

**Voting Members**

* + At least two UFV employees who personally experience accessibility challenges and/or barriers
  + At least two students presently enrolled at UFV in a credit course who personally experience accessibility challenges and/or barriers
  + Additional members who support those who experience accessibility challenges and/or barriers
* To the extent possible, membership is determined in accordance with the principles in [Section 9 of the Act](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019#section9):

(a) at least half of the members are

(i) persons with disabilities, or

(ii) individuals who support, or are from organizations that support, persons with disabilities;

(b) the members described in paragraph (a) reflect the diversity of persons with disabilities in British Columbia;

(c) at least one of the members is an Indigenous person;

(d) the committee reflects the diversity of persons in British Columbia.

* UFV employees shall have two-year terms, with potential for renewal. This does not apply to *ex officio* voting members. Student members shall have a one-year term, with potential for renewal.

## Chair and Vice Chair

A Chair will be appointed by and is a member of the ABCASC and a Vice Chair will be elected or acclaimed by the Accessibility Committee at the first meeting of the term. The Vice-Chair will serve for one year, with potential for renewal. The Chair and Vice-Chair will work with the committee support person to establish and circulate the agendas for the meetings.

## Meetings and Proceedings

The AC will meet monthly or as needed to fulfill its duties. Meetings may take place in person and/or virtually. Minutes or notes will be taken at the meetings and will be circulated prior to the next meeting.

The AC will operate by majority vote and make recommendations to the ABCASC.

## Sub-committees

The AC may establish subcommittees, comprised of AC members, to explore specific issues related to the Accessibility Plan and/or other responsibilities.

1. Government of Canada, “Consulting persons with disabilities - Annex: Inclusive language considerations,” <https://www.canada.ca/en/employment-social-development/programs/accessible-canada-regulations-guidance/consultation/inclusive-language.html> [↑](#footnote-ref-2)
2. Ibid. [↑](#footnote-ref-3)
3. Government of BC, *Accessible British Columbia Act*, 2021, [Accessible British Columbia Act (gov.bc.ca)](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019#section1). [↑](#footnote-ref-4)
4. Ibid. [↑](#footnote-ref-5)