

Members with Disabilities Access Committee (MDAC)

July – October 2025

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Overview

Over the summer months, MDAC has been working on education that includes the Accessible Canada Act, which will support moving away from formal accommodations and/or duty to accommodate (DTA's), and push for access rights to be met without unnecessary documentation, lengthy approvals and/or consultations across management and labour relations, further risking privacy and confidentiality of our members and of the departmental reputation around employer preference.

This kind of education will directly support members through empowerment and enablement by providing accurate information, understanding of policies and legislations, the proper tools and resources and the confidence/trust to further everyone's ability to self advocate and bring culture change where ever members feel comfortable to do so.

One of MDAC's goals is to intersect how access and inclusion plays a role for everyone in union space, workplaces and society. "Inclusive by Design; Accessible by Default" includes acknowledging and removing attitudinal barriers. Being fully informed, including with trauma, supports employees at all levels with decision making and information sharing. That is our power — knowledge and lived experience. Embrace it!

Meetings

Executive member meetings took place in July and August specific to sub-committee work such as Education, Resolutions, Access Summit, etc. Regular monthly meetings take place on the first Thursday of the month from January to June, and again from September to November.

December meetings are replaced with an event to recognize and celebrate the International Day for Persons with Disabilities!

At times, May or June may have events in place of meetings to recognize and celebrate National Access Ability Week (NAAW) starting on the last Sunday in May.

This year's IDPD celebration may take place through an intersectional event hosted on Intersectional Human Rights Day, December 10th. Planning committee to be organized. If



MDAC cannot participate virtually through a hybrid model style event, MDAC will hold it's IDPD virtual event on the 5th of December. More to follow.

Events

Consulted with the OFL Disability Caucus every 2 months throughout the calendar year.

Working closely with the Regional Health & Safety Committee in getting access and inclusion considerations in that committee, in the union space, and in the workplace.

Attending National and Regional conferences (triennials) while preparing for the National Equity Conference in May 2026, has been super helpful in ensuring that access and inclusion is our foundational piece just like respect and integrity throughout all working relationships regardless of the space we are in.

MDAC is promoting a position paper that was sent across government and union leaders, including the Privy Council Clerk and Deputy Clerks, on the risks of the Expenditure Review to access and disability inclusion gains made considering the ACA and the 7000+ employees with disabilities hired over the last 3 years. This paper comes from the Interdepartmental Network for Disability and Accessibility Chairs (INDAC). I'm sure it will resonate with all communities and employees as removing barriers identified by the access community removes barriers for us all.