



# **Disability and accessibility**

**Educational resources  
February 2023**



**Canadian Centre for Diversity and Inclusion  
Centre canadien pour la diversité et l'inclusion**

[www.ccdi.ca](http://www.ccdi.ca)

## Educational resources on disability and accessibility



### CCDI webinars

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The following webinars were delivered previously, and recorded versions can be accessed via CCDI's Knowledge Repository. If your organization is a [CCDI Employer Partner](#), you and your colleagues can visit the [Knowledge Repository portal](#) to register for access (using a work email address) and login credentials will be sent via e-mail (check Inbox and Junk Mail folder just in case). Log into Knowledge Repository and click on the links below to view each webinar:

#### Bilingual

- [Intersections of disability and mental health / Croisements des notions de handicap et de santé mentale](#) (2022)
- [How to be a disability advocate / Pour être défenseur\(e\) des droits des personnes handicapées](#) (2018)

#### English only

- [Accommodations - The ultimate checklist](#) (2020)
- [Accessibility - Navigating a world filled with barriers](#) (2019)

Please view a [schedule and descriptions of our upcoming webinars](#) to be delivered live (recorded versions will be accessible via CCDI's Knowledge Repository shortly thereafter). If your organization is a CCDI Employer Partner, you and your colleagues can register and attend for free. If your organization is not currently a CCDI Employer Partner and you are interested in joining, you can [learn more about partnership and submit an inquiry here](#).

## Understanding disability and accessibility

#### Bilingual

- [Roadblocks on the career path: Challenges faced by persons with disabilities in employment / Obstacles au cheminement de carrière : difficultés vécues par les personnes handicapées sur le marché du travail](#), Canadian Human Rights Commission
- [Understanding Barriers to Accessibility / Comprendre les obstacles à l'accessibilité](#), Council of Ontario Universities

- [Understanding disabilities / Comprendre les handicaps](#), Government of Canada
- [What is disability? / Qu'entend-on par handicap?](#) Ontario Human Rights Commission

### English only

- [An Introduction to Accessibility](#), Digital.gov
- [What is Accessibility?](#) SeeWriteHear

### French only

- [Qu'est-ce que l'accessibilité ? Quelques définitions \(PDF\)](#), Equitas

## Understanding the medical and social models of disability

### English only

- [Medical Model of Disability versus Social Model of Disability](#), Citizens for Accessible Neighbourhoods
- [Social Model vs Medical Model of disability](#), Disability Nottinghamshire
- [The Social Model of Disability Explained](#), Alliance for Equality of Blind Canadians

### French only

- [L'évolution de l'approche du handicap : du modèle religieux au modèle social](#), Revue Neurostyles pour les neurodiversités
- [Le modèle social du handicap](#), Espace éthique
- [Qu'est-ce que c'est le modèle social du handicap?](#) Right for Education

## Canadian context, history, and legislation

### Bilingual

- [Disability Rights Movement in Canada / Mouvement des droits des personnes handicapées au Canada](#), The Canadian Encyclopedia
- [Understanding the Act / Comprendre la Loi](#), Canadian Human Rights Commission
- [Workplace Accessibility in Canada / Accessibilité au travail au Canada](#), Canadian Civil Liberties Association

- [Legal documents related to hiring practices and/or disabilities / Documents légaux en lien avec les pratiques d'embauche et/ou le handicap](#), Canadian Association for Supported Employment

### English only

- [Disability Timeline](#), International Day of People With Disabilities (UN)
- [People with Disabilities Significant Historical Events \(PDF\)](#), Inclusion Canada
- [The “Unfit” in Canada: A History of Disability Rights and Justice](#), Disability Justice Network of Ontario
- [Disability in Canada: Facts and Figures](#), Easter Seals

### French only

- [Compréhension historique du handicap et participation sociale des personnes ayant des capacités différentes](#), Ligue des droits

## The business case for disability inclusion

### Bilingual

- [Accessibility Is Good For Business \(PDF\) / L'accessibilité porte fruit pour les entreprises \(PDF\)](#), Government of Ontario
- [The Benefits of Hiring People with Disabilities / Les avantages d'embaucher des personnes en situation de handicap](#), Hire for Talent
- [The Business Case for Inclusion: People with Disabilities / L'analyse de rentabilisation de l'inclusion : Personnes handicapées](#), Employment Accessibility Resource Network
- [The case for hiring employees with disabilities \(PDF\) / Les arguments en faveur de l'embauche d'employés en situation de handicap \(PDF\)](#), Canadian Disability Participation Project

### English only

- [Business Case](#), Ready, Willing & Able
- [Disability and leadership: Engendering visibility, acceptance, and support](#), Heidrick & Struggles International
- [Getting to Equal: The Disability Inclusion Advantage](#), Accenture, Disability:IN, and the American Association of People with Disabilities
- [The Business Case to Build Physically Accessible Environments](#), The Conference Board of Canada

- [Why it makes good business sense to hire people with disabilities](#), The Conversation

### French only

- [Les faits](#), Prêts, disponibles et capables
- [Une personne handicapée : un atout pour l'entreprise](#), Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec

## Creating inclusive and accessible workplaces

### Bilingual

- [Breaking Down Work Barriers for People with Disabilities / Abattre les barrières pour les personnes en situation de handicap](#), Cardus
- [Doing Things Differently: A Disability Rights At Work Handbook / Faire les choses différemment : guide pour le respect des droits des personnes ayant un handicap au travail](#), Canadian Labour Congress
- [Employer Toolkit / Trousse d'outils de l'employeur](#), Hire for Talent
- [HR Inclusive Policy Toolkit / La trousse en matière de politiques d'inclusion des RH](#), Canadian Association for Supported Employment
- [Inclusive Human Resource Practices: Tips for building an inclusive workforce \(PDF\) / Pratiques inclusives des ressources humaines : Conseils pour la création d'une main-d'oeuvre inclusive \(PDF\)](#), Ready, Willing & Able
- [Essential Elements of an Equitable and Inclusive Workplace / Éléments essentiels d'un milieu de travail équitable et inclusive](#), Hire for Talent

### English only

- [Building an Inclusive Workplace Tipsheet \(PDF\)](#), David C. Onley Initiative for Employment & Enterprise Development
- [Embedding Disability Inclusion in DEI Plans](#), Presidents Group & Open Door Group
- [Employment equity toolkit](#), British Columbia's Office of the Human Rights Commissioner
- [Getting Started with Disability Inclusion](#), Disability:IN
- [Getting to Equal: The Disability Inclusion Advantage](#), Accenture
- [How to Create a Disability Inclusion Plan](#), Accessibility.com
- [Inclusion@Work: A Framework for Building a Disability-Inclusive Organization](#), EARN

## French only

- [Check-list handi-accueillante \(PDF\)](#), Charte de la Diversité Lëtzebuerg
- [Création d'un environnement de travail accueillant](#), Le Milieu de Travail Inclusif
- [Guide de l'employeur embauche, intégration et maintien en emploi des personnes handicapées \(PDF\)](#), Ville de Montréal
- [Guide pratique – Inclusion en milieu de travail](#), Le Phénix au-delà du handicap
- [handicap au travail : comment éliminer les obstacles ?](#) Randstad

## Accommodations

### Bilingual

- [A Template for Developing a Workplace Accommodation Policy / Modèle de politique sur les mesures d'adaptation dans le milieu de travail](#), Canadian Human Rights Commission
- [Accommodation policy and procedure / Politique et procédure en matière d'adaptation](#), Ontario Human Rights Commission
- [Duty to accommodate / Obligation d'accommodement](#), Ontario Human Rights Commission
- [Duty to Accommodate: A General Process For Managers / Obligation de prendre des mesures d'adaptation : Démarche générale à l'intention des gestionnaires](#), Government of Canada
- [The Fundamentals - Accommodation Options / Les Fondements - Options d'adaptation](#), Government of Canada

### English only

- [Costs and Benefits of Accommodation](#), Job Accommodation Network
- [Workplace Accommodation Guide](#), Presidents Group

### French only

- [L'obligation d'accommodement au moment de l'embauche](#), Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec

## Inclusive language

### Bilingual

- [Glossary of terms / Glossaire des termes](#), Canadian Centre for Diversity and Inclusion
- [Inclusive Language Guide / Guide linguistique inclusive](#), GIVE

### English only

- [Disability Language Style Guide](#), National Center for Disability and Journalism
- [Inclusive Language in Media: A Canadian Style Guide \(PDF\)](#), Humber College
- [Inclusive language: The dos and don'ts](#), Business Disability Forum

### French only

- [Guide de communication inclusive](#), Université du Québec
- [l'impact des mots : le langage inclusif en milieu de travail \(PDF\)](#), Randstad
- [Le langage d'handicap](#), Alliance de vie active pour les Canadiens

## Government support for organizations and individuals

- [Canada Pension Plan Disability Benefit / Prestations d'invalidité du Régime de pensions du Canada](#) – A taxable benefit that individuals may be eligible for if they are unable to work because of a disability.
- [Enabling Accessibility Fund / Fonds pour l'accessibilité](#) – Supports community-based projects across Canada aimed at improving accessibility and safety in communities and workplaces.
- [Opportunities Fund for Persons with Disabilities / Fonds d'intégration pour les personnes handicapées](#) – Contributes to projects that help persons with disabilities find jobs in Canada.
- [Registered Disability Savings Plan / Régime enregistré d'épargne-invalidité](#) – A savings plan to help participants save for the long-term financial security of a person who is eligible for the disability tax credit.
- [Social Development Partnerships Program – Disability / Programme de partenariats pour le développement social – Personnes handicapées](#) – Supports activities from social not-for-profit organizations that help persons with disabilities to participate in all aspects of Canadian society.

## Other resources



### BOOKS

CCDI encourages you to check with your local bookstore or municipal library for availability of these publications.

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### Bilingual

- Girl at War / La jeune fille et la guerre (Sara Novic)

### English only

- Beauty Is a Verb (Jennifer Bartlett, Sheila Black, and Michael Northern)
- Disability Visibility: First-Person Stories from the Twenty-First Century (Alice Wong)
- El Deafo (Cece Bell)
- Good Kings and Bad Kings (Susan R. Nussbaum)
- Haben: The deafblind woman who conquered Harvard Law (Haben Girma)
- I'm Special: And Other Lies We Tell Ourselves to Get Through our Twenties (Ryan O'Connell)
- If At Birth You Don't Succeed: My adventures with disaster and destiny (Zach Anner)
- It's Just Nerves: Notes on a Disability (Kelly Davio)
- Laughing at My Nightmare (Shane Burcaw)
- Pride Against Prejudice: Transforming Attitudes to Disability (Jenny Morris)
- Resistance and Hope: Essays by Disabled People (Alice Wong)
- Stairs and Whispers (Sandra Alland, Khairani Barokka, Daniel Sluman)
- The Girl from Aleppo: Nujeen's Escape from War to Freedom (Nujeen Mustafa with Christina Lamb)
- Ugly (Robert Hoge)
- Welcome to Biscuit Land: A Year in the Life of a Touretteshero (Jessica Thom)

### French only

- Diane demande un recomptage (Marie-Renée Lavoie)
- Le philosophe nu (Alexandre Jollien)
- Ne dites pas à ma mère que je suis handicapée, elle me croit trapéziste dans un cirque (Charlotte de Vilmorin)
- Sclérose en plaques et talons aiguilles (Charlotte Tourmente)
- Un jour, ils entendront mes silences (Marie-Josée Martin)





## FILM AND TELEVISION

Please note: There may be a cost related to watching this content and CCDI is not responsible for those costs.

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### Bilingual

- [A Quiet Place / Un coin tranquille](#) (Netflix)
- [Children of a Lesser God / Les Enfants du silence](#) (YouTube, [Amazon Prime](#))
- [CODA / CODA : la vie en musique](#) (Crave)
- [Crip Camp: A Disability Revolution / Crip Camp : La révolution d'une communauté](#) (Netflix)
- [Portraits – People with Disabilities / Portraits – personnes handicapées](#) (National Film Board)
- [Sound of Metal / Le son du silence](#) (Netflix, [Apple TV](#), Télé-Québec)
- [Special / Spécial](#) (Netflix)
- [The Father / Le père](#) (Amazon Prime, [Crave](#))
- [The Healing Powers of Dude / Un ami aux petits soins](#) (Netflix)
- [The Peanut Butter Falcon / Le Cri du Faucon](#) (Netflix, Amazon Prime)
- [The Terry Fox Story / Terry Fox : Le coureur de l'espoir](#) (Crave)
- [Walk. Ride. Rodeo. / Courage et rodéo](#) (Netflix)

### English only

- [Focus on Ability Short Film Festival](#)
- [The Fundamentals of Caring](#) (Netflix)
- [This Close](#) (Amazon Prime)



## TED TALKS

Please note: French links are for the original Ted Talk with French subtitles and/or French transcript.

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### Bilingual

- ["Good" and "bad" are incomplete stories we tell ourselves / « Bon » et « mauvais » sont des histoires incomplètes que nous nous racontons](#) (Heather Lanier)
- [I'm not your inspiration, thank you very much / Je ne suis pas votre source d'inspiration, merci.](#) (Stella Young)

- [Our fight for disability rights -- and why we're not done yet / Notre combat pour les droits des handicapés n'est pas terminé](#) (Judith Heumann)
- [Why design should include everyone / Pourquoi le design devrait inclure tout le monde](#) (Sinéad Burke)

### English only

- [A disability-inclusive future of work](#) (Ryan Gersava)



### PODCASTS

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### Bilingual

- [Leader Talks with Anne-Marie Pham: Intersections of disability and mental health / Conversations entre leaders avec Anne-Marie Pham : Croisements des notions de handicap et de santé mentale](#)

### English only

- [22 Percent](#)
- [AAC Town](#)
- [Below the Radar: The Power of Disability](#)
- [BroadcastAbility](#)
- [Disability After Dark](#)
- [Disability Democracy](#)
- [Disability Visibility](#)
- [Disabled As Folk](#)
- [Rethinking Development: Disability, Poverty and Society](#)
- [The Disability Channel](#)
- [The Pulse](#)
- [You Can't Spell Inclusion Without a D](#)

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