**Podcast Transcript (Innovation Fair)**

**Guest:** André Demers**,** Chair of the Employees with Disabilities Network

**Host:** Darrel Houlahan, Manager of internal communications, Public Affairs and Stakeholder Relations Branch

**Darrel:** So here we are, at the 2018 Innovation Fair, 90 Elgin. I’m Darrel Houlahan of internal communications with PASRB here at ESDC, and I’m with André Demers, who’s the chair of ESDC’s Employees with Disabilities Network. Welcome, André.

**André:** Thank you, welcome, thank you.

**Darrel:** So, André, tell us aboutESDC’s Employees with Disabilities Network.

**André:** Well, the Employees with Disabilities Network is ESDC’s network of employees with disabilities. It’s one of the larger networks out there: It’s a safe place for employees with disabilities to come to the table to bring different things, or issues or topics they would like to discuss, you know, and we also use the network also to facilitate discussions with other areas within the Department that have an impact on employees with disabilities: HR, finance, IT. You know, we’re very proud of the partnerships that we’ve put in place with branches like CSB to try and help them with their multi-year accessibility plan, to try and get people with disabilities to provide some constructive input to those sorts of things.

**Darrel:** Terrific.

**Darrel:** André, what kind of activities do you have planned this afternoon at the Innovation Fair?

**André:** Ah well, this afternoon, we’re going to have a great afternoon. We’re going to have an afternoon with several workshops based on the concept of user experience in the context of people with disabilities. So, all about accessibility. We’re going to have a session on how to create accessible documents, another session related to functionalities, or methods, for how to have selection processes that include people with disabilities. We’re also going to have a session on topics related to how to design something so that it’s compatible with people with cognitive disabilities. We’re going to have other discussions that are going to be super interesting—and I mean super interesting. You should come! It’s mainly going to be on accommodation measures and the duty to accommodate. How can we improve it? How can we make it more open, more consistent, so that everyone can benefit from it in the Department?

**Darrel:** Excellent! Thank you André! We really appreciate your time this morning.

**André:** Of course! Thanks a lot!

**Darrel:** See you next time! Bye bye.

**André:** Have a good day!