# logo for the Employees with Disabilities Network [EwDN] in english FALL EWDN UPDATE 2018

## **EWDN Goals and Planned Activities for 2018-19**

* **Develop and Implement Progressive DTA Standardization**
  + *Advocating* for progressive change in the implementation of a DTA passport, and fostering an environment that “builds” for all employees.
  + *Supporting*management and employees in the execution of the DTA passport and all related requirements.
  + *Collaborating with key stakeholders to build the required partnership between HR, Finance and IITB*to ensure that there is an accountable avenue to raise issues and provide further insight and recommendations that lead resolution.

### **Support the Implementation of Multiple Accessibility Strategies**

* + *Focusing on the Inclusion Lens* to create a positive environment to enhance and access the mechanisms to address outstanding accessibility challenges.
  + *Contributing* input and perspectives to inform new accessibility legislation and implementation of accessibility strategies.
  + *Communicating* to the Champion, DMs, departmental partners in an awareness mode with focus on accessibility and mental health with an innovative approach.

### **Support Blueprint 2020 Inclusion of Employment Equity and Diversity**

* + *Inclusive technology* is key to ensuring that the technology implemented does not create systemic barriers or marginalize Persons with Disabilities.
  + *Building the evidence base* by collecting the data required to make informed decisions and recommendations.
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    ***Identifying challenges and making proactive recommendations*on how to enable full Blueprint 2020 inclusion.

## **Key Leaders**

* **EWDN Champion**: Jackie Zuk
* **EWDN Chair**: André Demers
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  EWDN Co-Chair**: Jennifer Leenhouts
* **EWDN Executive Members**

### **Active Projects**

* **Duty to Accommodate (DTA) Passport System Project** – To create and to implement an ESDC DTA Passport system and associated operational procedures to enable centralized tracking of DTA agreements for individual employees. This concept will remove the onus on the employee on their DTA functional limitations and subsequent requirements to the manager. When an employee acquires a new manager/team leader or moves to a different business line the managers involved will be able to view this information and be updated from a secure DTA repository. The project encompasses training, awareness campaign and a repository solution. The workshop at the Innovation Fair was integral to the development of the DTA Passport project plan. [Beyond Duty to Accommodate: Your Ideas Making it Better (PPTX, 735 KB)](http://www.gcpedia.gc.ca/gcwiki/images/2/2f/Beyond_Duty_to_Accommodate_EN.pptx)
* **Innovation Fair** – Access Ability room presentations; participants were from various departments in a move forward to employees and leadership.
  + Creating accessible Office documents [Creating Accessible Office Documents (PPTX, 0.98 MB)](http://www.gcpedia.gc.ca/gcwiki/images/0/03/Creating_Accessible_Documents_EN.pptx)
  + Tailoring user experience to persons with cognitive and learning disabilities [User Experience: Cognitive and Learning Disabilities (PPTX, 2.09 MB)](http://www.gcpedia.gc.ca/gcwiki/images/c/ca/User_Experience_Cognitive_Disability_EN.pptx)
  + Accommodation in staffing [Accommodation in Staffing Processes (PPTX, 9.27 MB)](http://www.gcpedia.gc.ca/gcwiki/images/c/cc/Accommodation_in_the_Assessment_Process_EN.pptx)
  + Multi-year accessibility plan for client service [Multi-Year Accessibility Plan for Client Service (PPTX, 1.67 MB)](http://www.gcpedia.gc.ca/gcwiki/images/9/92/MYAP_PDMD_Presentation_EN.pptx)
* **Met with the Clerk of the Privy Council** – Discussed the workplace harassment of Persons with Disabilities (PWD) to contribute to the Clerk planning and development of the report entitled [Safe Workspaces: Starting a Dialogue and Taking Action on Harassment in the Public Service](https://www.canada.ca/en/privy-council/corporate/clerk/publications/safe-workspaces.html). [Round table discussion here: [**Meeting with the Clerk of the Privy Council on harassment of Persons with Disabilities May 14, 2018 (DOCX, 227 KB)**](http://iservice.prv/eng/hr/employment_equity/key_links/docs/Clerk_InformaldiscussionPWDHarr_Dis_May142018_EN.docx)**.]**
* **Mentoring Program Pilot Project** – To participate in the development of this project to actively encourage PWD to seek positions in upper management.

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* **Positive Recruitment Program** – EWDN has worked with HR to assist in developing a hiring process with external organization for PWD.

## **Recent Achievements**

* Creating and implementing a multi-branch plan for the DTA Passport Project.
* Developed an IITB Accessibility Strategy approved by senior management.
* Participated in the development of a draft GOC Accessibility Strategy, and provided input to the IITB briefing notes on the new accessibility legislation
* Completed comprehensive presentation to network on episodic disability in conjunction with the Office of Disability Issues (ODI)
* Participated in the ESDC Delivering Innovation to Serve Canadians video on respectful workplaces
* Provided feedback to the communications strategy for the 2016 International Day of PWD event co-hosted by Veterans Affairs and ESDC
* Participated in ODI’s Intradepartmental Committee on Disability Issues
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  **Took part in a demonstration of adaptive technology for employees with disabilities at ACE Lab
* Engaged within the regions and within the meetings held with the National Steering Committee for Diversity and Employment Equity

## **Mandate**

As an organization, ESDC is moving towards ever greater employment equity and diversity. To this end, the EWDN is committed to the following mandate:

* To eliminate systematic barriers to employment for Persons with Disabilities to create a wholly inclusive work environment.
* To ensure Persons with Disabilities can contribute fully to an agile, networked, engaged, innovative, and productive public service.
* To create a psychologically healthy and safe environment for Persons with Disabilities within the public service.
* **logo for the Employees with Disabilities Network [EwDN] in english 
  **To proactively promote the retention and the career development of Persons with Disabilities within the public service.
* To exemplify the principles of employment equity and diversity within the public service.