Southeast College
Accessibility Plan 2026-2029

Accessibility Plan

January 2026-December 2029

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Introduction

Southeast College is a regional leader in post-secondary education and workforce development, serving communities across southeast Saskatchewan. The College delivers accessible, high-quality programming that supports economic growth, lifelong learning, and community advancement, guided by its mission to transform communities through innovative educational opportunities.

This Accessibility Plan outlines strategic priorities for improving accessibility from January 2026 to December 2029. It builds upon existing initiatives and aligns with the College's core values of innovation, collaboration, and sustainability.

The development of this plan was informed by collaborative dialogue initiated during the May 2025 TEAM Conference, where staff participated in sessions focused on accessibility and inclusion. These discussions led to the formation of the Accessibility Committee and the subsequent creation of this plan.

Engagement

Meaningful engagement with persons with disabilities is essential to the development of an effective Accessibility Plan. In September 2025, Southeast College launched an Accessibility Survey, designed and administered by the Accessibility Committee. The survey was conducted from September 22 to October 5 and promoted extensively across College campuses and regional communities. It solicited input from students, alumni, employees, community partners, and the general public.

Respondents provided valuable insights into barriers and opportunities across three key domains:

1. The built and digital environment

2. Policy, training, and communication

3. Inclusive learning and student experience

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Feedback included recommendations for enhancing accessibility in physical spaces, digital platforms, institutional policies, employee training, communications, and academic supports. This input directly informed the strategic goals and corresponding actions outlined in this plan.

Accessibility achievements

Statement of Commitment

In March 2025, Southeast College published its Statement of Commitment to Diversity, Equity, Inclusion, and Accessibility. This declaration formalized the institution's dedication to addressing systemic inequalities and ensuring equitable access to resources and opportunities. It established a foundational framework for integrating accessibility principles across all areas of operation.

Formation of the Accessibility Committee

To guide the development of the inaugural Accessibility Plan, Southeast College established an Accessibility Committee in Spring 2025. Comprising representatives from diverse departments and professional backgrounds, the committee was tasked with ensuring inclusive representation and driving meaningful institutional change.

STATEMENT OF COMMITMENT TO DEIA
March 2025

ACCESSIBILITY COMMITTEE FORMED
May 2025

TEAM CONFERENCE – BUILDING A SHARED UNDERSTANDING
May 2025

ACCESSIBILITY SURVEY DEVELOPMENT
Summer 2025

ACCESSIBILITY SURVEY LAUNCH & ENGAGEMENT
Sept–Oct 2025

INAUGURAL ACCESSIBILITY PLAN
Oct–Nov 2025

TEAM Conference Corporate Training Initiative

In May 2025, Southeast College hosted the TEAM Conference, a comprehensive all-staff in-service event focused on accessibility and inclusion. The conference addressed key themes such as inclusive workspaces, intercultural communication, mental wellness, and fostering a learning culture. These sessions encouraged reflection on how accessibility intersects with daily practices and institutional values.

Development and Launch of the Accessibility Survey

The Accessibility Committee collaborated to design and implement a survey aimed at identifying barriers and gathering stakeholder input. Conducted from September 22 to October 5, the survey was promoted through internal and external channels to reach students, alumni, employees, partners, and community members. The feedback collected during this period directly informed the priorities and actions outlined in this plan.

Drafting and Revision of the Inaugural Accessibility Plan

Following the survey and committee consultations, Southeast College initiated the drafting of its first Accessibility Plan during October and November 2025. The plan was developed using data-driven insights and stakeholder feedback to ensure alignment with the needs and aspirations of the communities served by the College.

Goals and actions

Implementation Structure

To support the effective execution of this Accessibility Plan, Southeast College will designate key personnel to lead each of the three strategic goal areas: Built and Digital Environment, Policy, Training and Communication, and Inclusive Learning and Student Experience.

These individuals will comprise the Accessibility Implementation Team, with clearly defined responsibilities for coordinating the implementation of action items within their respective departments. The team will be accountable for tracking progress, addressing identified barriers, and ensuring initiatives remain aligned with institutional priorities.

The full Accessibility Committee will meet on a quarterly basis to evaluate outcomes, share updates, and refine strategies in response to emerging needs.

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Priority 1: Enhance Accessibility of the Built and Digital Environment

To identify and remove barriers in the college's physical spaces and digital systems to ensure equitable access for all users.

Goal 1: Enhance accessibility of physical spaces

As part of Southeast College's commitment to *The Accessible Saskatchewan Act*, the College will assess, plan, and modify its physical environments to ensure they are inclusive and barrier-free for all students, employees, and visitors. Creating accessible spaces supports equitable participation in all aspects of learning, work, and community engagement.

Achievements to date:

To date, Southeast College's efforts to enhance the accessibility of its physical spaces have primarily been responsive in nature. Modifications and supports have been implemented as specific accessibility needs or requests have been identified. A recent example includes the replacement of the sounds system in the Estevan Campus auditorium, which was completed with intentional accessibility enhancements. The new system integrates ListenWifi technology to better support individuals who use hearing aids, demonstrating the College's growing commitment to embedding accessibility considerations into facility upgrades.

While this largely reactive approach has addressed individual barriers as they arise, it has also provided valuable insight into the types of accessibility challenges present across College facilities. These experiences now form the foundation for a more proactive and strategic approach to accessibility planning and infrastructure improvement.

Actions for 2026–2029:

- o Transition from a reactive to a proactive approach by developing a comprehensive accessibility assessment plan for all College facilities.
- o Conduct systematic audits of physical spaces to identify existing and potential accessibility barriers.
- o Prioritize and implement facility modifications that address identified barriers and align with accessibility design standards.

- Integrate accessibility considerations into all future facility planning, renovations, and capital projects to ensure inclusive design from the outset.
- Collaborate with external accessibility experts to guide improvements and ensure compliance with emerging best practices and legislative requirements.

Goal 2: Improve accessibility through technology

Southeast College recognizes that technology plays a vital role in creating inclusive learning and working environments. The College is committed to ensuring that all digital tools, systems, and resources meet accessibility standards and support equitable access to information and learning opportunities for students, employees, and the wider community.

Achievements to date:
Initial efforts to improve digital accessibility have focused on responding to individual needs and addressing barriers as they have been identified. The College has implemented supportive technologies for students upon request and has made targeted improvements to select learning management and communication systems. These steps have strengthened awareness of digital accessibility and laid the groundwork for a more coordinated, standards-based approach to accessible technology.

Actions for 2026–2029:

- Develop and implement a digital accessibility strategy aligned with recognized standards such as the Web Content Accessibility Guidelines (WCAG).
- Conduct an accessibility review of all key digital platforms, including the College website, learning management system, and student portals.
- Expand the availability and use of adaptive and assistive technologies for students and staff.
- Provide regular training and resources for employees to ensure digital content and materials are created and maintained in accessible formats.
- Establish a continuous improvement process to monitor and update digital accessibility practices as technologies and standards evolve.

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Priority 2: Strengthen Policy, Training, and Communication

To advance a culture of accessibility through inclusive policy development, staff and faculty training, and clear, consistent communication across the college.

Goal 3: Advance policy development for accessibility and inclusion

Southeast College is committed to embedding accessibility and inclusion within its institutional policies and procedures. Establishing clear policy direction ensures that accessibility remains a consistent consideration in decision-making, operations, and student services. This goal focuses on developing and refining policies that promote inclusive language, equitable access, and compliance with legislative requirements.

Achievements to date:

The review and enhancement of operational policies and procedures are currently underway, with a focus on expanding accessibility and inclusivity across all areas of the College. The most recent Collective Bargaining Agreement was adapted to incorporate inclusive language and now opens with an appropriate land acknowledgement, reflecting the College's commitment to reconciliation and respect. In addition, the drafting of new student-related policies has begun, ensuring that accessibility considerations are integrated from the outset of policy development. These efforts demonstrate meaningful progress toward embedding accessibility and inclusion within the College's governance and operational frameworks.

Actions for 2026–2029:

- o Finalize and distribute the College-wide standard for policy development outlining requirements for inclusive and accessible language.
- o Review and revise all operational, academic, and student policies to ensure alignment with accessibility principles and legislative requirements.
- o Provide training and guidance to staff and leadership to support consistent application of accessibility-related policies across all areas of the College.

Goal 4: Ensure accessible communications

Southeast College is committed to ensuring that all internal and external communications are inclusive, accessible, and easy to understand. Clear and accessible communication supports participation, equity, and belonging across the College community. This goal focuses on embedding accessibility principles into communication processes, materials, and training to remove barriers to information for students, employees, and the public.

Achievements to date:
The College has taken initial steps to improve accessibility in its communications, including increasing awareness of plain language and inclusive messaging. Some progress has been made toward improving website accessibility and ensuring public information is easier to navigate and understand. These early efforts have highlighted the importance of consistent standards and staff training to ensure all communications—digital and print—reflect accessibility best practices.

Actions for 2026–2029:

o Develop and implement accessibility standards for all College communications, including digital, print, and multimedia formats.
o Review and update College websites, forms, and publications to meet accessibility and plain language standards.
o Provide targeted training for staff responsible for communications, marketing, and student information to strengthen accessibility awareness and skills.
o Integrate accessibility checks into content creation, approval, and publishing processes.
o Ensure that key announcements, emergency messages, and student-facing communications are available in accessible formats and platforms.

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Priority 3: Foster Inclusive Learning and Student Experience

To foster inclusive academic and campus experiences by promoting accessible learning environments, supports, and services for all students.

Goal 5: Expand student services and supports

Southeast College is committed to expanding student services that foster accessibility, inclusion, and holistic well-being. This includes ensuring that supports—academic, cultural, and mental health—are accessible, responsive, and reflective of diverse student experiences.

Achievements to date:
Southeast College has provided academic advising, tutoring, and limited counselling supports through a pilot project, offering important insights into student mental health needs. The Reconciliation Education Centre has continued to provide culturally appropriate learning and support opportunities for Indigenous students and communities, strengthening inclusion and understanding across campuses. These initiatives reflect meaningful progress toward a student experience that values accessibility, well-being, and belonging.

Actions for 2026–2029:

- Conduct focus groups and consultations to better understand student needs and service barriers, given limited survey response rates.
- Review best practices for accessible and inclusive student services across the post-secondary sector to guide program enhancement.
- Expand access to student support services, including counselling, wellness, and culturally appropriate resources.
- Expand the availability of accessible and trauma-informed mental health and wellness resources.
- Strengthen collaboration between student services, academic departments, and community partners to support equitable access and holistic student success.
- Provide training for front-line staff to enhance understanding of accessibility, inclusion, and the diverse needs of students with disabilities.

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Goal 6: Enhance inclusive and accessible learning environments

Southeast College is committed to creating learning environments that support equitable participation for all students. This includes embedding Universal Design for Learning (UDL) principles into teaching practices, course materials, and instructional spaces to ensure accessibility is built into learning experiences from the outset.

Achievements to date:

Southeast College established a Centre of Teaching & Learning in 2024 to provide instructional mentorship and professional development for faculty. The Centre has begun guiding the implementation of assistive technology in classrooms and promoting the integration of Universal Design for Learning (UDL) principles across programs. Over the past two years, the College has also transferred curriculum to a learning management system (LMS) that supports accessibility and has provided support for both instructors and students to make the best possible use of these tools. In addition, the College has made initial progress toward accessible learning practices through individualized accommodations and instructor-led adjustments to meet learner needs.

While these efforts have provided valuable short-term solutions and important early gains, they also highlight the opportunity to further embed accessibility systematically into curriculum design, teaching methods, and learning technologies.

Actions for 2026–2029:

- o Review best practices and frameworks for implementing Universal Design for Learning (UDL) across programs and delivery methods.
- o Conduct focus groups with students, instructors, and support staff to identify accessibility challenges and priorities within learning environments.
- o Provide training for faculty and front-line instructional staff on UDL principles, accessibility, inclusion, and the diverse needs of students with disabilities.
- o Integrate accessibility and inclusion considerations into course design, instructional materials, and classroom technology.
- o Develop a phased plan to enhance the accessibility of physical and digital learning environments across campuses.

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Review Cycle

This Accessibility Plan will undergo an internal review at minimum once every three years to ensure continued relevance and responsiveness to emerging needs. Interim updates may be implemented if significant changes arise due to stakeholder feedback, legislative developments, or shifts in organizational priorities.

Conclusion

Southeast College remains committed to fostering an inclusive, accessible, and equitable environment for all students, employees, and community stakeholders. This Accessibility Plan represents a strategic advancement in identifying and addressing barriers to participation, while embedding accessibility principles throughout institutional operations.

The successful implementation of this plan will be driven by the coordinated efforts of the Accessibility Committee, the Accessibility Implementation Team, and cross-functional collaboration across the College. By aligning accessibility initiatives with the institution's core values—respect, inclusion, and continuous improvement—Southeast College aims to cultivate a learning and working environment where all individuals are empowered to thrive.

Recognizing that accessibility is an ongoing commitment, the College will continue to evaluate and enhance its practices to meet evolving needs. Southeast College is proud to lead in accessibility and remains dedicated to ensuring full and meaningful participation in all programs, services, and campus experiences.

Contact us

Southeast College is committed to creating an accessible and inclusive environment. We invite members of the public to share their feedback on our Accessibility Plan.

To share your feedback, please contact human resources via:

Toll-Free Phone: 1-866-999-7372 (select Option 4 for HR)

Email: HR@southeastcollege.org

Mail: Southeast College
                            Attn: Human Resources – Accessibility
                            P.O. Box 1565
                            Weyburn, SK. S4H 0T1